



## **Annual Benefits Enrollment is coming soon! Review new offerings for you and your family**

*It's almost time to choose your benefits and make sure you have the coverage you need for 2024.*

Providing teammates with competitive, diverse and flexible benefits is core to being a Great Place to Work, and is just one of the ways Bank of America invests in you as you build a career with our company. Starting Oct. 3, you'll be able to elect your 2024 benefits during Annual Benefits Enrollment, and you may want to consider some new benefit offerings as you think about what coverage will work best for you and your loved ones next year.

### **Here's what's new for 2024**

#### **Well Rewards, a daily health partner**

Paired with a smart app providing tailored live support, Well Rewards is available now if you're enrolled in a U.S. national bank medical plan with Anthem and will expand in early 2024 to all teammates enrolled in bank medical plans with Aetna and UnitedHealthcare. The program can help you meet your health goals while you earn points redeemable for gift cards to popular brands. There's no cost to teammates or their covered spouse or partner. Search for and download Well Digital from the app store on your personal device.

#### **Critical Illness Insurance**

We're introducing Critical Illness Insurance through MetLife, which you can purchase to provide financial support in case you or a covered family member experiences a critical illness. The program will provide a lump sum payment of up to \$20,000, depending on the eligible diagnosed condition. You'll pay for the insurance post-tax, so any payout would be non-taxable. Payouts can be used to cover financial expenses such as childcare, transportation, meal delivery, mortgages and more. (Coverage must be in effect prior to a diagnosis for any approved payout to occur.)

#### **Specialty medication copay assistance**

This year, we reduced copays for most specialty medications through CVS Caremark/PrudentRx to \$0 for those enrolled in a PPO or Consumer Directed medical plan with Aetna and Anthem. In 2024, a similar program through OptumRx for teammates enrolled with UnitedHealthcare will reduce copays to \$5. (These programs are not available for teammates enrolled in a High Deductible medical plan.)

### **Specialty copay for Consumer Directed plans**

In 2024, Consumer Directed plan participants will pay a \$75 copay to see a specialist, rather than paying the full negotiated rate until meeting their annual deductible and then paying coinsurance.

### **Need help understanding your benefit options?**

For personalized, confidential guidance on benefit options and coverage, contact the Benefits Education & Planning Center (BEPC) at **866.777.8187**, Monday through Friday, 9 a.m. to 8 p.m. Eastern (excluding certain holidays).

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