

Other benefit options you can elect during Annual Benefits Enrollment

	Prepaid Legal plans	Child Care Plus®	Dependent Care Flexible Spending Account (Dependent Care FSA)	Purchased Time Off (PTO)
What we offer	<ul style="list-style-type: none"> • Prepaid Legal Essential Coverage: Provides access to advice and counsel for common legal services like consumer protection, debt matters, document preparation, family law, real estate matters, traffic and criminal matters, estate planning and civil lawsuits • Prepaid Legal Full Coverage: Provides a complete and comprehensive package of fully covered legal services — including all of the services covered by the Essential plan, plus those for adoption, divorce, immigration, and small claims matters, additional real estate matters, tax audits and more To learn more about each of these plans — including what services are covered and any exclusions — visit info.legalplans.com/bofa. 	<p>Childcare reimbursement up to \$275 per month, per eligible child. For active, full- or part-time employees based in the U.S. or Puerto Rico who require childcare for their eligible dependents during their normal Bank of America work schedule. (Childcare for other reasons cannot be reimbursed.)</p>	<ul style="list-style-type: none"> • You can use pretax dollars to pay for eligible dependent care expenses, including: <ul style="list-style-type: none"> – Adult day care centers – Babysitters and nannies – Summer day camps – Before- and after-school programs – Child day care • You can use this account for dependent care expenses incurred so you can work, or so your spouse or partner can attend school full time. If your spouse or partner stays home full time, you are not eligible for the tax benefit. • This account cannot be used to pay for the health care expenses of your dependent(s). 	<ul style="list-style-type: none"> • You may purchase time off from work above your annual vacation allotment. • You can pay for a minimum of four (whole) hours and a maximum of your weekly scheduled hours (up to 40).
Who's eligible	<ul style="list-style-type: none"> • Active, U.S.-based, full- and part-time employees — including those in Puerto Rico, Guam and the U.S. Virgin Islands — are eligible. • Employees scheduled to work less than 20 hours per week are not eligible. 	<p>An employee is eligible if:</p> <ul style="list-style-type: none"> • They earn less than \$100,000 in Performance Year Cash Compensation (PYCC). • They have a child who is 12 years or younger (or 20 years or younger if incapable of self-care) and is living with them for more than half the calendar year, and they are responsible for childcare costs for that child. • They or their spouse or partner claim that child as a dependent on their federal income tax return. 	<ul style="list-style-type: none"> • Employees with a child(ren) 12 years or younger, a dependent(s) under IRS rules, and/or a dependent(s) who is mentally or physically incapable of self care are eligible. • Employees in New Jersey and Pennsylvania can't make pretax contributions, per state regulations. • Employees in Puerto Rico, Guam and the U.S. Virgin Islands are not eligible. • Employees scheduled to work less than 20 hours per week are not eligible. 	<p>All U.S.-based employees who are scheduled to work at least 20 hours per week, except our most senior leaders, commissioned employees and employees working in Puerto Rico, are eligible.</p>
Actions you can take	<p>You are only able to enroll in Prepaid Legal during Annual Benefits Enrollment and must remain in the plan for the full calendar year unless a qualified status change occurs.</p>	<p>Enroll during Annual Benefits Enrollment or at any time during the year. Your childcare expenses are eligible for reimbursement the first of the month in which all your required documentation is approved and enrollment is complete.</p>	<ul style="list-style-type: none"> • Contribute up to \$5,000 per year to the account (or \$2,500 if you are married and filing separate tax returns). • Use your Benefit Spending Account debit card to pay for eligible dependent care expenses at time of service. Or opt to pay out-of-pocket and submit receipts online, via the Bank of America Health Benefit Solutions Online Portal, for reimbursement. Either way, remember to keep your receipts in case expense verification is needed later. • Note that any dependent care assistance — including employee and bank contributions to the Dependent Care FSA, Child Care Plus reimbursements and the bank's portion of the cost of care for the Back-Up Care program — that exceeds \$5,000 a year will be reported as taxable income. 	<ul style="list-style-type: none"> • You must receive permission from your manager before you purchase time off. Otherwise, your purchased time off may be canceled. • If you purchased time off for 2022, your election will not continue into 2023 automatically. You'll need to make a new PTO election for 2023.