

Compensation & Benefits

To my teammates,

We believe that the way we value and support our teammates is a reflection of who we are as a company. We are committed to programs and policies that will help ensure you can reach your goals both personally and professionally.

That's why I am excited to tell you about how we are expanding the benefits and programs that support all parents — whether they're married, have a partner or are single — who have recently added a child to their family. Beginning April 4, 2016, parents at Bank of America will be able to take 16 weeks paid time off for maternity, paternity and adoptive leave.

In addition to expanding our U.S. parental leave to 16 weeks from 12 weeks, we're also adding flexibility for parents to take time off when it works best for their family.

These additional benefits reflect our ongoing commitment to ensuring our policies contribute to the culture we seek that embraces and accommodates the diverse lives of our employees. That commitment is core to one of our operating principles: To be a great place to work.

In addition to the enhanced parental leaves, I want to remind you of other [resources available to help you balance work and life](#), which include:

- Adoption reimbursement – Up to \$8,000 per child for eligible expenses from adopting a child
- Child care reimbursement – Reimburses eligible employees up to \$240 per month per child for certain expenses
- Back-up care – Help when regular child or adult care arrangements are temporarily unavailable
- Employee assistance – 24/7 access to confidential counseling and resources to assist with parenting issues, school information, legal services and financial planning
- Parents & Caregivers Network – Brings together employees with children and other care-giving responsibilities by providing information and resources

As a mom of two, I've benefited from many of the benefits we have to help me balance work and life and enhance the time I spend with my family. I encourage you to take advantage of the many programs available that can help you do the same.

Thank you,

Sheri Bronstein

Global Human Resources Executive

