Life and disability insurance can provide income protection for you and your family. Some coverage is provided automatically to you at no cost; other supplemental coverage is available to purchase based on your needs.

What insurance benefits are available at no cost to me?

**Associate life insurance**
For 2017, our company-paid associate life insurance will continue to be provided by MetLife, and the plan is staying the same.

Annual base pay (or ABBR) \( \times 1 \)
Rounded up to the next $1,000, up to a maximum of $2 million.

**Short- and long-term disability insurance**
The company provides you:
- Short-term disability benefits for up to 26 weeks from the date of your disability after you’ve worked one continuous year
- Long-term disability benefits if you are unable to work for an extended period of time due to a qualifying illness or injury

**Short-term disability (STD)**
100% / 70% weekly base pay (or ABBR)
One week notification period.
100% for eight weeks.
70% for up to 17 additional weeks.

**Long-term disability (LTD)**
50% weekly base pay* (or ABBR)
For full-time employees only. Part-time employees can purchase LTD coverage during Annual Benefits Enrollment on mybenefitsresources.bankofamerica.com

**Business travel accident insurance**
Business travel accident insurance protects you in the event of death or serious covered injury caused by an accident that occurs while traveling on business for the bank. Everyday commuting is excluded.

Annual base pay \( \times 5 \)
Rounded up to the next $1,000, up to a maximum of $3 million.

For family members who travel with you on an authorized trip or relocation, we provide:
- $150,000 coverage for your spouse/partner
- $50,000 coverage for each child

*Or pre-disability earnings.

Tip: During Annual Benefits Enrollment, ensure you’ve designated a beneficiary for all of your insurance benefits.
What insurance benefits can I purchase?

**Associate supplemental life insurance**
You may elect to purchase associate supplemental life insurance on a post-tax basis.

Eligible compensation \( \times 1-8 \)
(annual base pay + eligible bonus) or ABBR
Rounded up to the next $1,000, up to a maximum of $3 million.
A Statement of Health may be required.

**Long-term disability (LTD) insurance**
You may elect to purchase additional coverage on top of the bank-provided 50% on a post-tax basis, up to a maximum of $360,000 per year ($30,000 a month).

60% annual base pay* (or ABBR)

60% eligible compensation
(annual base pay* + eligible bonus) Note: ABBR employees are not eligible for the 60% eligible compensation.

50% annual base pay*
(part-time employees)
The amount of benefits you would receive while on LTD is based on your election and the amount of salary or wages you were receiving from the company on the day before your disability period began, known as your pre-disability earnings.

**Accidental death and dismemberment (AD&D) insurance**
You may elect additional financial protection in the event of a serious accidental injury or death on a pretax basis.

Eligible compensation \( \times 1-8 \)
(annual base pay + eligible bonus) or ABBR
up to a maximum of $3 million

**Family AD&D insurance**
You also may elect family AD&D coverage for your spouse/partner and children, so long as they are under age 65, not full-time military and older than seven days old. You pay for this coverage on a pretax basis.
You must have employee AD&D coverage to elect coverage for your dependents.

20% of your coverage amount, up to $50,000

**Spouse/partner life insurance**
Coverage options available:
$10,000
$25,000
$50,000
$75,000
A Statement of Health may be required.

20%
of your coverage amount, up to $600,000

**Child life insurance**
Coverage options available:
$5,000/child
$10,000/child
$15,000/child
$10,000/child
$25,000/child

**Dependent life insurance**
Dependent life insurance is paid for on a post-tax basis and assists you with the additional expenses you might have if your spouse/partner or child dies. You need to decide which coverage level, if any, is right for you.

**Spouse/partner life insurance**
Coverage options available:
$10,000
$25,000
$50,000
$75,000
A Statement of Health may be required.

20%
of your coverage amount, up to $50,000

**Family AD&D insurance**
You also may elect family AD&D coverage for your spouse/partner and children, so long as they are under age 65, not full-time military and older than seven days old. You pay for this coverage on a pretax basis.
You must have employee AD&D coverage to elect coverage for your dependents.

20% of your coverage amount, up to $50,000

**Child life insurance**
Coverage options available:
$5,000/child
$10,000/child
$15,000/child

**Tip**
A financial counselor at the BEPC can help you understand these coverage amounts and which ones may be right for you.

Tip
20% of your coverage amount, up to $600,000

* Or pre-disability earnings.