

Recent benefit launches and enhancements

Bank of America offers a wide variety of valuable benefits to support your physical, emotional and financial wellness — including the following benefits that have been launched or enhanced in 2020.

Teladoc® virtual medical consults

Teladoc consults are available at no cost through 2021 to those in a bank medical plan with Aetna, Anthem or UnitedHealthcare. You and your covered dependents have 24/7 access to board-certified doctors, including behavioral health specialists, by phone or online video for virtual care. For multiple consults on the same day, by the same covered individual, for the same issue, you may incur a temporary charge for which you will be reimbursed. (Kaiser Permanente members can contact Kaiser for details about a similar program offered through their plan and any associated costs.)

Education Resources & Support launch

Under our new education resources and support benefits, employees have access to expanded opportunities for learning and career development, as well as financial counseling and guidance for their children as they prepare for college.

Tuition assistance for employees increased to \$7,500 per year (from \$5,250), a **pre-pay voucher option is now available** and **certain academic and professional certifications are eligible**. A new **College Coach benefit** for employees with children in grades 8-12 helps you plan for and navigate the college admissions process.

Emotional wellness and resiliency training

To help you better manage stress, build resiliency and avoid burnout, all global teammates can enroll in our Emotional wellness and resiliency training, in partnership with Thrive Global. The virtual courses can be taken at your own pace.

myStrength launch

Whether you want to boost your mood, build your resiliency or find activities to support you during life's challenges, myStrength can help. **myStrength, a free online and mobile mindfulness app**, offers personalized activities to support your emotional wellness. [Register](#) and download the app.

Family Support Program enhancement

The [Family Support Program](#) offers expert pregnancy, adoption, fertility, infancy, egg freezing, surrogacy and postpartum support, all from the comfort of home and at no cost for new or future moms and dads enrolled in a bank medical plan with Aetna, Anthem or UnitedHealthcare. (Kaiser Permanente members have access to similar resources through Kaiser.) This program was enhanced in May 2020, **extending the amount of time you can participate** in the pregnancy and adoption/surrogacy programs from six months to a full year after you welcome your baby.

Family Planning Reimbursement eligibility update

The [Family Planning Reimbursement Program](#) reimburses eligible U.S. employees for adoption, surrogacy, and fertility expenses up to a \$20,000 lifetime maximum. Effective June 1, 2020, **employees who have been diagnosed as infertile and are enrolled in a bank U.S. medical plan can now submit reimbursement requests** for certain fertility procedures and services that are not covered under the bank's medical plan. This update is retroactive to Jan. 1, 2019 for impacted employees.

Take time to vote

In July, the bank announced a new voting policy, which provides three hours of paid time annually for U.S. teammates to vote in national, state or local elections.

Take time to refresh

Recognizing that the coronavirus may have impacted — or delayed — your vacation plans, the bank has provided you with greater flexibility on time off.

- **Vacation time:** Taking time away is an important component of emotional wellness and to help ensure you won't lose time off, **the bank is allowing you to carry over up to five vacation days** (accrued in 2020) into the first quarter of 2021 with manager approval.
- **Personal days:** To make it even easier for you to take the time you need for yourself and your family, **now through Dec. 31, 2020, you can use up to five of your occasional illness days as personal days**. As a reminder, your manager will need to approve personal time off before you take it, unless the absence is unforeseeable (e.g., an emergency, car trouble, etc.).

Extended support for teammates with children

As part of our ongoing support of our teammates, we've offered additional resources to support teammates with children:

Back-to-school support: Webinars, resources and weekly tips are available on the new Back-to-school support page including ways to create a school plan, secure childcare arrangements, find support for childcare expenses, and get discounts on computers, devices and school supplies.

Childcare reimbursements: In August, we announced the extension of our [back-up childcare reimbursements](#) from Aug. 16 through Dec. 31 through the Bank of America Childcare Reimbursement Program for eligible teammates. The program provides the opportunity to hire your own childcare when you're working for Bank of America during your regular work day as children head back to school in different formats and as access to regular, ongoing providers are unavailable.

Review important [legal disclaimer](#).