

Life and disability insurance

Life and disability insurance can provide income protection for you and your family.

Core coverage: Bank of America provides these insurance benefits automatically at **no cost to you**.

	Associate life insurance	Short-term disability insurance	Long-term disability insurance	Business travel accident insurance	
What it is	Company-paid associate life insurance provided by MetLife	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 disability as a result of a medical condition or illness, or as a result of an accidental injury	Financial protection in the event of a serious, covered accidental injury or death that occurs while traveling on business for the bank	Financial protection covering family members who travel with you on an authorized trip or relocation
What it could provide	Annual base pay or Annual Benefits Base Rate (ABBR) x 1 (or the option of \$50,000, if your annual base pay or ABBR is greater than \$50,000, to avoid imputed income tax), up to a maximum of \$2 million	100% weekly base pay¹ (or ABBR) (weeks 2–9) 70% weekly base pay¹ (or ABBR) (up to an additional 17 weeks)	50% weekly base pay² (or ABBR) for full-time employees Part-time employees may purchase LTD coverage during Annual Benefits Enrollment.	Annual base pay x 5 up to a maximum of \$3 million	\$150,000 spouse or partner \$50,000 each child

Supplemental coverage: Active employees can elect to purchase these additional insurance benefits during Annual Benefits Enrollment.

	Associate life insurance	Dependent life insurance	Long-term disability insurance	Accidental death & dismemberment insurance	Family accidental death & dismemberment insurance
What it is	Supplemental life insurance coverage paid on a post-tax basis. A statement of health may be required.	Assists with expenses if your spouse, partner or child dies. You'll choose your coverage level when you enroll. Paid on a post-tax basis. A statement of health may be required.	Additional long-term disability coverage on top of the bank-provided coverage — up to a combined maximum of \$360,000 a year. ⁴ Paid on a post-tax basis.	Additional financial protection in the event of a serious accidental injury or death. Paid on a pretax basis.	Financial protection in the event of your spouse, partner or child's serious accidental injury or death. Paid on a pretax basis. Must have employee AD&D coverage to elect.
What it could provide	Eligible compensation³ x 1–8 up to a maximum of \$3 million	\$10,000 – \$150,000 spouse or partner \$5,000 – \$25,000 each child	60% annual base pay² (or ABBR) 60% eligible compensation³ 50% annual base pay² for part-time employees	Eligible compensation³ x 1–8 up to a maximum of \$3 million	60% of your coverage amount spouse or partner up to \$600,000 20% of your coverage amount each child up to \$50,000

¹ Or current compensation

² Or current compensation prior to the date your LTD benefit payments begin

³ Annual base pay + eligible bonus (or ABBR)

⁴ While the combined maximum of \$360,000 applies to all long-term disability coverage, you may be able to obtain some tax advantages by purchasing additional long-term disability coverage. Please consult your accountant or tax advisor to understand how this could impact your situation.