



Your benefits at a glance


At Bank of America we are proud to be recognised as a Great Place to Work. Your individual needs are important to us and that's why we are committed to offering inclusive and flexible benefits to support you and your family, at work and at home.

You're provided with a range of benefits to support your emotional, physical, and financial wellbeing.

Your benefits

Your core set of benefits are paid for by the bank and include:

- 25 days' annual leave giving you time away from work;
- Private healthcare for you and your eligible family;
- One health screen a year (to be taken within the tax year);
- A bank contribution of 6% of your Scheme Salary into the Bank of America Ireland Pension Scheme (the Scheme);
- Life assurance cover – usually eight times your Scheme Salary;
- A regular income of two thirds' your base salary if you're unable to work for a prolonged period (beyond 28 weeks) due to sickness, injury or disability through our group income protection; and
- A €300 Flex Fund each year to contribute towards the cost of selected benefits.



Each year, you have the option to increase or decrease the core level of cover provided to you. You can also select from a range of optional benefits to suit your individual needs, such as Personal accident insurance, Specified illness insurance, and Dental insurance.

At any point in the year, you can take advantage of a broad range of additional benefits. This includes a comprehensive Employee Discount Programme and access to a range of wellbeing apps and exercise classes through Wellhub.

Make sure you log on to [MyBenefitChoices](#) and check your selections to avoid missing out on benefits, and to help you keep track of your benefit costs. It's also important to **check that any dependants you want to be covered are added to each benefit** during annual enrolment.

Throughout the year, there are also certain **Life Events** that will **allow you to make changes to your benefits**. These include joining the company, getting married, and having a baby. For more information, go to [MyBenefitChoices](#).

Read on for a summary of all the benefits available, including where you can make tax savings.

If you'd like to learn more about any of your benefits, please read the [Benefits Guide](#).



Any questions?

Use the [Benefits Guide](#) to learn more about your benefits or contact the support team on 00800 4772 4772/+44 238 0831 720 (option 2), between 9am and 5pm UK time. Alternatively, email mybenefitchoices@benefex.co.uk.

Emotional wellbeing

Providing you with the tools to maintain and manage positive mental health now and in the future.



Core (provided and funded by the bank) (C)

Annual leave (T)* (USC)* (PRSI)*

The bank provides you with a standard holiday entitlement, which you can flex between 20 – 32 days. The allowance is pro-rated for mid-year joiners and part-time employees.

Employee Assistance Programme (including confidential counselling)

Access help across all areas of your life – from legal advice, family, and relationship matters, to financial issues, consumer issues, counselling and day-to-day wellbeing.

Additional benefits and resources (you can use these at any time) (A)

Back-up Childcare and Eldercare

Access 20 days of company-paid back-up childcare and 20 days of company-paid back-up adult care each year.

Mindfulness and meditation

Access a range of mindfulness and meditation apps, including Headspace and Calm, through Wellhub.

Volunteering

You can take part in volunteering activities organised by the Volunteering team or work with charities in your local community.

Employee networks

Get involved in one of nine employee networks to help you connect with like-minded employees at the bank.

Physical wellbeing

Helping you to be active every day, have a clear picture of your physical health and prevent future health risks.



Core (provided and funded by the bank) (C)

Private healthcare (R)

The bank covers 100% of the cost of core private healthcare cover so you only need to consider the tax charges (which may change each year). This gives you and any eligible family members cover for a range of conditions and treatments. You can choose to upgrade this to a higher level of cover, through the provider directly.

Health screening (R)

The bank provides you with a core health screen every year to proactively help you to manage your health.

Optional (you can select and pay for via salary deductions) (O)

Health screening (partner and parents)

You can choose to select a health screen for your partner and/or parents during annual enrolment.

Dental insurance (FF) (R)

Help towards the cost of dental treatment for you, your partner and/or children.

Cycle to Work (T) (PRSI) (USC) (FF)

You can spend up to €1,250 for a push bike or €1,500 for an e-bike and spread the cost over a 12-month period from your gross salary – saving you tax, PRSI and the Universal Social Charge on your repayments.

Additional benefits and resources (you can use these at any time) (A)

Wellhub NEW

A holistic app providing access to a range of digital and in-person solutions to support all areas of your wellbeing including physical activity, emotional wellbeing, sleep and nutrition.

Gym membership (on-site at Central Park)

Work out at work and reclaim the cost through the Wellbeing Account.

Discounted gym membership

Get access to discounted gym memberships at more than 200 gyms across Ireland and reclaim the cost through the Wellbeing Account.

Sports and social clubs

Join a variety of recreational clubs, activities, and events, including interdepartmental challenges.

*Only applicable when you buy annual leave.

Financial wellbeing

Empowering you to make the most of your money, plan for the future and prepare for the unexpected.



Core (provided and funded by the bank) (C)

Retirement scheme (T) (R)

As a member of the Bank of America Ireland Pension Scheme (the Scheme), you receive a bank contribution of 6% of your Scheme Salary. If you'd like to contribute, the bank will match your contribution up to a maximum of 6%. This increases up to 9% after 15 years' service. For information on how to change your contribution rate refer to the Scheme Handbook on [Unio](#).

Life assurance (T) (PRSI) (USC) (FF) (R)

Provides your beneficiaries with a cash lump sum in the event of your death – usually eight times your Scheme Salary, which you can increase to 20 times, or reduce down to two times, your Scheme Salary.

Group income protection (FF) (R)

The bank provides cover (two-thirds of your base salary) if you are unable to work for a prolonged period (beyond 28 weeks) due to sickness, injury, or disability. You can choose to increase your cover to 75% of your base salary (less Social Welfare Illness Benefit).

Additional benefits and resources (you can use these at any time) (A)

Employee Discount Programme

Get access to discounts across fitness or wellbeing, home, utilities, and fashion brands. Perks at Work also offers a concierge service called Circles, offering you 24/7 lifestyle assistance.

Electric vehicle lease scheme

If you are an eligible employee, you can receive USD \$2,000 when you buy a (qualified) new all-electric passenger car or truck (USD \$1,000 for a new lease).

Optional (you can select and pay for via salary deductions) (O)

Life assurance (partner) (FF) (R)

You can choose to cover your partner to make sure you are financially protected in the event of your partner's death.

Wellbeing Account

Pay between €10 and €140 a month into your Wellbeing Account to use on activities and purchases associated with your long-term health and wellbeing, and the bank will top this up by 50% (to a maximum of €70 a month).

Personal accident insurance (FF) (R)

The bank provides a lump sum should you pass away or suffer a form of permanent disablement due to an accident. You can choose to cover your partner and children too.

Specified illness insurance (FF) (R)

Provides financial support in the event of a specified illness or an unforeseen serious operation. You can also choose cover for your partner.

Annual travel pass

Receive an interest-free loan from the bank to buy your annual travel pass.

Personal travel insurance (FF) (R)

Get cover for you and your family for personal trips abroad.

Key:



You do not pay tax when you select to pay for this optional benefit or 'flex up' the core benefit



You do not pay PRSI when you select to pay for this optional benefit or 'flex up' the core benefit



You do not pay USC when you select to pay for this optional benefit or 'flex up' the core benefit



Flex Fund eligible – you can use your Flex Fund towards this benefit



Rollover benefit – the benefit rolls over into the next year