



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)*;
- 8% of your Plan Salary paid into the Bank of America UK Retirement Plan, increasing to 12% after 10 years' continuous service;
- Life assurance cover – usually eight times your Plan 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.

*This benefit is not currently available in Northern Ireland.



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, Cycle to Work, Dental insurance and Optical cover.

At any point in the year, you can take advantage of a broad range of additional benefits. This includes a comprehensive Employee Discount Programme, Virtual GP, Wellhub and Peppy.

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 on [MyBenefitChoices](#) 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)

Annual leave

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)

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.

Peppy **NEW**

The Peppy app provides access to personalised health and wellbeing support with a focus on men's health, pregnancy and parenthood, menopause, fertility and women's health.

Volunteering

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

Art of Connecting

Enjoy some of the UK's best cultural institutions for free or at discounted rates, through our Arts & Culture corporate membership programme.

Employee networks

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

Matching Gifts Program

Donate to a cause you care about, and the bank will match your gift up to \$5,000 USD per calendar year.

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)

Private healthcare

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 following referral from a GP. You can also choose to upgrade your cover.

Health screening**

The bank provides you with a core health screen every year. A genetic screen option is also available, assisting with identifying risk of 45 medical conditions. Males aged 45 years and over who have selected a Level 1 health screen, now have access to a PSA test, paid for by the bank.

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

Health screening (partner and parents)**

You can choose to select a health screen for your partner and/or parents by adding them to your benefit selection during annual enrolment. The bank will currently subsidise 50% of your partner's health screen.

Dental insurance **CHANGE**

Help towards the cost of dental treatment for you, your partner and/or children. This year, we are providing you with enhanced reimbursement levels, including an additional level of cover.

Optical cover

Help towards the cost of eye care for you, your partner and/or children.

Cycle to Work

Lease a bike up to £5,000 for your commute and spread the cost over a 12-month period.

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

Virtual GP **CHANGE**

Access to a Virtual GP for you and eligible family members. This benefit is part-funded by the bank.

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)

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

Discounted gym membership

Get access to discounted gym memberships at more than 3,600 gyms in the UK and reclaim the cost through the Wellbeing Account.

Off-site and on-site health services

You have access to a range of off-site health services through Roodlane clinics. If you work in the London or Chester office, you also have access to on-site health services.

Sports and social clubs

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

Maternity services discounts

Enjoy a 15% discount on private maternity hospital costs at the Portland Hospital, London.

*Only applicable when you buy annual leave.

**This benefit is not currently available in Northern Ireland.

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 plan (T) (NI) (FF) (R)

As a member of the Bank of America UK Retirement Plan, you will receive a bank contribution of 8% of your Plan Salary, or 12% after 10 years' complete continuous service as at the latest 1 April. For information on how to change your contribution rate, including additional voluntary contributions, refer to the [Plan handbook](#).

Life assurance (T) (NI) (FF) (R)

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

Group income protection (NI) (FF) (R)

The bank provides cover (two-thirds of your base salary) if you are unable to work for a prolonged period (over 28 weeks) due to sickness, injury, or disability. You can choose to increase your cover to 75% of your base salary (subject to a maximum of £350,000).

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).

Will writing service

Access a professional will writing service through James McKenzie Limited which may also help you to reduce your inheritance tax.

Corporate ISA

Access to a Corporate ISA with discounted fees via Fidelity's Invest@Work.

Mortgage advisory service

Meet with a specialist mortgage adviser and broker from Charles Cameron, free of charge.

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

Life assurance (partner) (NI) (FF) (R)

You can take out partner life assurance (up to a maximum of £500,000) to make sure you are financially protected in the event of your partner's death.

Wellbeing Account

Pay between £10 and £120 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 £60 a month).

Personal accident insurance (NI) (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.

Critical illness insurance (NI) (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 season ticket loan

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

Gadget insurance (NI) (FF) (R)

Provides worldwide insurance for your gadgets.

Personal travel insurance (NI) (FF) (R)

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

Car parking (on-site) (NI) (R)

Access and availability to on-site parking depends on your office location.

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 National Insurance 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