

Employee benefits and programs guide

As part of our commitment to be a great place to work, Bank of America employees have access to a wide range of competitive and flexible benefits and programs designed to support physical, financial and emotional wellness.

For eligible U.S.-based employees



Money

Focus on your financial health and make the most of your money — today and tomorrow — with these available resources and advice.

401(k)

Save for your retirement with pretax and/or Roth (after-tax) payroll contributions, 2%–3% annual company and up to 5% company matching contributions. Also, view your retirement income projection to see if you're saving enough for retirement.

Benefits Education & Planning Center (BEPC)

Talk to experienced financial counselors for personalized, confidential guidance to help you get the most out of your employee benefits and achieve your financial goals.

Financial Wellness

Use this tool on Benefits OnLine® as your guide to help you assess where you are and understand what actions may be needed to improve your financial health.

Employee Financial Services

You have access to the best products, services, education and advice. Schedule an appointment to discuss your financial goals and life priorities with a designated employee specialist. Employee Financial Services is committed to driving awareness of our products and programs so you don't miss out on your employee eligibility options, while also ensuring you receive consistent, high-quality service.

Better Money Habits®

Build your financial know-how with free tools and information on topics from saving money to reducing debt.



Community

We're proud of our employees, the communities we're a part of and the ways we support them — inside and outside of Bank of America.

Volunteering

Receive up to two hours of paid time off per week to volunteer, with manager approval, and earn volunteer grants to an organization after you've volunteered at least 50 hours.

Charitable donations and matching gifts

Make charitable donations anytime, including credit card and payroll contributions with matching gifts up to \$5,000 each year to eligible organizations.

Diversity and inclusion

Learn more about how our company champions inclusion and celebrates what makes us unique.

Employee networks

Connect with company-supported groups made up of employees who have a common identity, and colleagues who support them.



Career

Unlock your professional potential with help from these career-building resources.

Learning and development

Access a wide array of internal and external resources through the Learning Hub to help understand your strengths, identify opportunities, and develop skills to support your personal development and career growth.

Tuition assistance & academic support

Receive assistance for eligible undergraduate and graduate courses or certifications that are relevant to your current position or a role you want to pursue at the company. Also, access free academic advising to help find the best learning programs and courses to meet your educational and career goals.

Career planning

Take advantage of helpful planning tools and job search features to help you find the best opportunity for your skills and interests. Leverage myCareer to search for job openings and create job opening alerts. Explore the Career Path Tool to identify potential next roles, job skill requirements, and business career maps.

Employee recognition

Praise teammates with eCards or awards, and celebrate career milestones and retirement.



Time

Learn more about your options — paid and unpaid — for taking time away from work to recharge and to manage personal, medical and family issues.

Purchased time off

Purchase additional days off during Annual Benefits Enrollment to use after you've taken all of your allotted vacation time.

Leaves of absence

Take time away from work to bond with a new child, care for a family member, serve in the military or for other approved leaves. Visit HR Connect for details about specific leaves of absence.

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Health

Medical, dental and vision

Get comprehensive medical, dental, vision and prescription coverage for you and your eligible family members.

Medical
Aetna
Anthem
UnitedHealthcare
Kaiser Permanente

Dental
Aetna
Metlife

Vision
Aetna

Health care accounts (FSA, HRA, HSA and Limited Purpose FSA*)

Use pretax dollars to pay for eligible out-of-pocket health care costs.

*Eligible dental and vision expenses only

Teladoc®

Talk to a board-certified doctor, including behavioral health specialists, by phone or online video for virtual care. You must be enrolled in a national bank medical plan.*

*Aetna, Anthem or UnitedHealthcare (Kaiser Permanente members have access to a similar program through Kaiser. Contact Kaiser to learn more.)

Wellness programs

Feel confident in your health by completing the voluntary wellness activities, participating in physical wellness challenges, and taking advantage of fitness center discounts.

Family support

Get expert pregnancy, adoption, fertility, egg freezing, surrogacy, infancy and postpartum support at no cost if enrolled in a national bank medical plan.*

*Aetna, Anthem or UnitedHealthcare (Kaiser Permanente members have access to similar resources through Kaiser. Contact Kaiser to learn more.)

Personal health coaches

Work with experts to help navigate resources to maintain or improve your health. You must be enrolled in a bank medical plan and should contact your medical plan to learn more.

Ergonomics program

Be comfortable and productive at work. Learn how to adjust your chair, set up your keyboard and mouse, adjust your monitors, and avoid static posture.

Insurance

Disability insurance

Receive company-paid income protection in the event you are disabled, and have the option to purchase more coverage.

Group auto and home insurance

Get access to group rates for your car and recreational vehicle insurance needs, as well as for homeowner and renter coverage.

Life and accident insurance

Receive company-paid life and accident insurance—with the option to purchase more coverage for yourself and eligible family members.

Discounts

Employee discount program

Enjoy discounts and preferred pricing at top retailers, online stores and local shops.

Personal travel discounts

Find discounts and preferred pricing on vacation packages, hotels, airport parking, car rentals and more.

Ticket purchase program

Purchase sporting event, entertainment and stadium tickets for personal and business use.

Environment-related discount programs

Get reimbursed after purchasing a new, eligible, low-carbon vehicle or installing a solar power system in your home.

Work & life

Dependent care flexible spending account

Use pretax dollars to pay for certain eligible child and adult care expenses.

Backup care

Access convenient backup care services when your regular child or adult care arrangements are temporarily unavailable.

Adult care services

Connect with a Senior Care Manager, legal services and other resources to help with caring for an adult family member.

College admissions support

Receive free, one-on-one expert guidance for your child in grades 8–12 to help plan for and navigate the college admissions and financial aid process.

Family planning reimbursement

Get reimbursed for eligible adoption, fertility and/or surrogacy expenses—up to a collective \$20,000 lifetime maximum over the course of your career at the bank.

Child care reimbursements

Receive monthly reimbursements for eligible child care expenses.

Confidential counseling

Access confidential counseling to help you—and your household members—with critical situations and everyday stressors. This benefit includes six free face-to-face sessions per issue.

We Can Deliver

Help family and friends who have expressed a financial need connect to a specialist who can answer questions, resolve issues and help with products and services.

Life Event Services

Contact our internal, highly specialized and empathetic Life Event Services (LES) group when you or your family need personalized support.

Commuter benefit program

Take advantage of eligible commuter offerings in your location—like paying for work-related public transit and parking with pretax dollars.

Legal services

Elect coverage that provides access to experienced attorneys for issues related to wills, estate planning, real estate, small claims, family, traffic and criminal matters, civil lawsuits and more.

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