

# Understanding employee and retiree offers

We're proud to provide our Bank of America® employees and retirees with special offers on products.

## Eligibility:

- U.S.-based full-time or part-time employees actively employed by Bank of America Corporation or its subsidiaries.
- Retirees with at least 10 years of vesting service,<sup>1</sup> and their age plus years of vesting service<sup>1</sup> equal to at least 60 (with no minimum age requirement)

If you are an active employee, you can find information about your discounts on Bank of America banking and Merrill investing products and services by logging into Flagscape. If you do not have access to Flagscape, or are a retired employee, contact a specialist at **800.695.6262**, Monday – Friday, 8 a.m. – 8 p.m. local time; Saturday – Sunday, 7 a.m. – 5 p.m. Pacific Standard Time. If you are unsure of your employment status, contact the Global HR Service Center at **800.556.6044**.

Account types	Offers available to you	Changes that will occur when you no longer meet the qualifications
Bank of America Employee Identified Consumer Checking or Savings Account	<p>Waivers for Active Employees:</p> <ul style="list-style-type: none"> <li>• International Transaction Fee of 3% of the U.S. dollar amount of a Bank of America ATM or Debit card transaction is waived. Other ATM fees may apply. <b>Effective August 15, 2025</b>, this fee will no longer be waived, unless the account is enrolled in the Preferred Rewards Diamond tier.</li> <li>• Rush Replacement ATM or Debit Card Fee: <b>Effective August 15, 2025</b>, this fee will no longer be waived unless the account is enrolled in Preferred Rewards.</li> <li>• Order foreign currency before your trip via the Mobile Banking app<sup>2</sup> or Online Banking and receive 2% off the exchange rate and a waiver of the standard shipping fee.</li> </ul> <p>Waivers for Retirees:</p> <ul style="list-style-type: none"> <li>• Order foreign currency before your trip via the Mobile Banking app<sup>2</sup> or Online Banking and receive 2% off the exchange rate and a waiver of the standard shipping fee.</li> </ul>	<p>Standard product terms and pricing apply. (See current Personal Schedule of Fees for details.)</p> <p>Bank of America product terms, pricing and foreign exchange fees apply.</p> <p>Bank of America product terms, pricing and foreign exchange fees apply.</p>
Mortgage	<ul style="list-style-type: none"> <li>• You enjoy a 0.25% interest rate reduction on a home purchase or refinance loan.<sup>3</sup></li> </ul>	There will be no changes to existing or in-process loans. New loans will not be eligible for employee offers.
Bank of America Preferred Rewards Program <sup>4</sup>	<ul style="list-style-type: none"> <li>• Platinum tier balance requirement of \$50,000 is waived.</li> </ul>	Standard program terms apply. (See a current copy of the Program details for more information.)
Merrill Edge Self-Directed (for accounts opened before retirement)	<p>Margin Balances</p> <p>Employees are eligible for a margin discount rate:</p> <ul style="list-style-type: none"> <li>• Employees with a debit balance &lt; \$100,000 will automatically be provided with the \$100,000 margin rate</li> <li>• Employees with a debit balance &gt; \$100,000 are eligible for a .25% discount</li> </ul>	<p>There will be no changes to existing accounts.</p> <p>Standard product terms and pricing apply for all new accounts. (Go to <a href="http://merrilledge.com">merrilledge.com</a>/pricing for current rates.)</p>

See reverse side for more information.

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<sup>1</sup> Special rules may apply and can be found at [HRConnect.bankofamerica.com](https://hrconnect.bankofamerica.com) or Employee Resources at home at [bankofamerica.com/sitemap/associates.go](https://bankofamerica.com/sitemap/associates.go).

<sup>2</sup> Mobile Banking requires that you download the Mobile Banking app and is only available for select mobile devices. Message and data rates may apply.

<sup>3</sup> You are invited to apply for a home purchase or refinance loan from Bank of America, N.A. This does not mean that you have been pre-qualified or pre-approved for any product or service we offer. This is not a commitment to lend; you must submit an application and additional information for review and approval. Not all mortgage programs are eligible for the Employee Mortgage Benefit offer. The 0.25% interest rate reduction will be applied at the time of completed application to reduce our available mortgage interest rates. For adjustable rate mortgages (except PrimeFirst®), the discounts are applicable only during the initial fixed-rate period. The employee mortgage benefit applicable to the PrimeFirst adjustable rate mortgage is a 0.25% reduction to the margin. All mortgage interest rate reduction offers are subject to a maximum interest rate reduction limit. Offer applicable to a purchase or refinance loan from Bank of America, N.A. of a primary residence, secondary residence or investment property. Offer is nontransferable. Additional offer restrictions may apply. If you are refinancing to lower your monthly payment or change from a variable to a fixed-rate loan, you should carefully consider the potential increase in the total number of monthly payments and/or the total interest charges paid over the full term of the new refinance loan — especially for borrowers who currently have loans with terms less than 30 years. Bank of America may change or discontinue the Employee Mortgage Benefit offer or any portion of it at any time. Bank of America prohibits bank employees or household members from purchasing Real Estate Owned (REO), auctioned REO, short sale and foreclosed properties owned or serviced by the bank in the U.S. and its territories. Employees uncertain as to whether a property is owned or serviced by Bank of America should request an agent review the multiple listing service and/or the auction sites where the property is listed. If the Bank owns or services a property, the sale listing will include a statement that the property is not eligible for purchase by BAC associates.

<sup>4</sup> **Important Information:** As of May 19, 2025, or a later date we may provide you notice of, the Preferred Rewards Diamond and Diamond Honors tiers will be consolidated into a single tier called the Diamond Honors tier. The balance requirement for the new Diamond Honors tier after that date will be a three-month combined average balance of \$1,000,000. Bank of America Private Bank clients with a Bank of America eligible personal checking account will qualify for the new Diamond Honors tier. If you are enrolled in the Diamond or Diamond Honors tier on that date, your membership in Preferred Rewards will be automatically set at the new Diamond Honors tier. No action is required of you. **Your benefits will generally remain unchanged or in some cases enhanced, however for home equity line of credit (HELOC) applications received after the consolidation date the rate discount will be the rate discount of the current Diamond tier.**

**Preferred Rewards Program Eligibility.** You are eligible to enroll and maintain your membership in the Bank of America Preferred Rewards® program if you have an active, eligible Bank of America® personal checking account. Existing employees/retirees do not have to meet the three-month combined average daily balance to enroll in Preferred Rewards and qualify for the Platinum tier. New employees may have to wait up to one month to enroll to allow for the employee indicator to be updated. Employees/retirees can qualify for the Platinum Honors tier with \$100,000, the Diamond tier with \$1,000,000 and the Diamond Honors tier with \$10,000,000 in your combined qualifying Bank of America deposit accounts (such as checking, savings, certificate of deposit) and/or your Merrill investment accounts (such as Cash Management Accounts, 529 Plans). The qualifying balance is calculated based on your average daily balance for a three-calendar month period. If you no longer meet the requirements for employee status, standard program terms apply. Employee benefit plans (such as 401(k)) will not count toward the combined balance requirement. 529 plans are included only if they appear on your Merrill statement, except 529 plans owned in UGMA/UTMA form which are not included. Benefits become effective within 30 days of your enrollment, or for new accounts within 30 days of account opening, unless we indicate otherwise. Certain benefits are also available without enrolling in Preferred Rewards if you satisfy balance and other requirements. **For more information, refer to the Preferred Rewards section of the [Personal Schedule of Fees](https://bankofamerica.com/fees), available at [bankofamerica.com/fees](https://bankofamerica.com/fees) for details.**

**For more complete information on any mutual fund, clients should obtain the prospectus, and/or if available, the summary prospectus, from their Merrill financial advisor and should read it carefully. Before investing, carefully consider the investment objectives, risks, and charges and expenses of a fund. This and other information can be found in the fund's prospectus and/or, if available, summary prospectus.**

**Prospectuses for mutual funds can be obtained through the investor's sign-in area of [merrilledge.com](https://merrilledge.com). Clients of the Merrill Advisory Center can also call 888.654.6837. If you're not currently a Merrill client, please call 888.637.3343.**

**Obtaining products or services from Bank of America or Merrill or affiliates is not required and is not a condition to your employment.**

The information contained in these disclosures is accurate as of 03/2025.


Employee Financial Services is offered through Bank of America, N.A. and Merrill Lynch, Pierce, Fenner & Smith Incorporated (MLPF&S).

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<b>Are Not FDIC Insured</b>	<b>Are Not Bank Guaranteed</b>	<b>May Lose Value</b>
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