

2022 WORKPLACE BENEFITS REPORT

Activation Guide



Each year, Bank of America talks to employers and employees about workplace benefits and publishes its findings in the [Workplace Benefits Report](#). In addition to sharing our findings, we also offer clear action steps that can help employers enhance their benefit programs. Click on any of the five actions below to explore ideas, access additional resources and see how Bank of America can help.



Expand workplace engagement strategies to help recruit, attract and retain talent.



Personalize financial wellness programs to meet the needs of employees as they navigate their financial life journey.



Leverage programs beyond financial wellness topics to help support overall wellness.



Provide the latest tools and educational support for your diverse workforce.



Connect with employees in meaningful and relevant ways through digital engagement.

If you want to learn more about any of our workplace benefits solutions, contact your Bank of America representative, or visit **go.bofa.com/workplacebenefits**

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Are Not FDIC Insured	Are Not Bank Guaranteed	May Lose Value
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1

Expand workplace engagement strategies to help recruit, attract and retain talent



Creating a better workplace

Financial Life Benefits® is a holistic solution paired with individualized guidance that goes beyond traditional benefits to provide more of what employees need to manage their day-to-day finances and prepare for the future with:

- Retirement plans¹
- Equity compensation plans¹
- Health and benefit accounts²
- Employee banking² and investing¹

LEARN MORE



Benchmark your workplace benefits

Work with your Bank of America representative to view your Plan Sponsor Dashboard — an expanded benefits benchmarking analysis that can offer you deeper insights on:

- Plan health
- Personal retirement strategy
- Financial wellness tracker
- Digital engagement

GET STARTED



See how plan design can drive positive behaviors

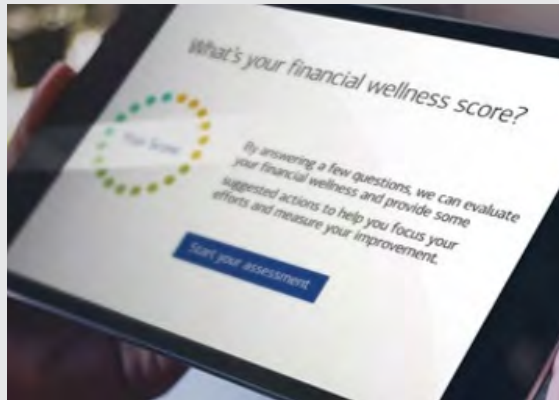
Download the 2022 Financial Life Benefits Impact Report to see how electing features like retirement auto-enrollment, auto-escalation and how other strategies, like offering equity compensation, can have a positive influence on employee financial wellness.

DOWNLOAD REPORT



2

Personalize financial wellness programs to meet the needs of employees as they navigate their financial life journey



Give employees access to personalized guidance

Bank of America's Financial Wellness Tracker helps employees take action by offering them a financial wellness score and identifies suggested steps to take to improve their financial health, providing actionable guidance.*

See how the Financial Wellness Tracker can help your employees.

[WATCH VIDEO](#)



See financial wellness in action

JB Hunt partnered with their internal Employee Resource Group (ERG) and Bank of America to expand delivery of financial education, driving 100% of attendees to take action as a result of the educational events.

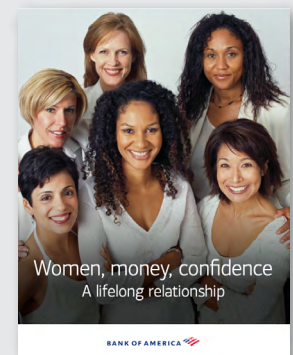
This collaboration focused on launching a series of quarterly educational webinars for JB Hunt's Women and African American ERGs, with the goals of:

- 1 **Improving financial literacy** with targeted curriculum focused on the needs of these groups.
- 2 **Partnering with ERG leadership** to increase attendance and employee engagement.
- 3 **Personalizing the experience** with a strong presenter who can connect with group members.

"The presentation was great today. I thoroughly enjoyed the presentation style and the information was spot on!" — HR Benefits Manager

Explore our latest Research & Insights

Download the [Women, money, confidence report](#) that provides an in-depth look at the progress women are making on their financial journeys and how various factors impact their financial well-being.



[DOWNLOAD REPORT](#)



3

Leverage programs beyond financial wellness topics to help support overall wellness



Offer employees support for overall wellness

A Bank of America Lifestyle Spending Account (LSA) is an easy way for employers to support overall health and well-being by adding funds to employee LSAs that can be used to pay for eligible products and services related to physical, financial and emotional wellness.

LEARN MORE

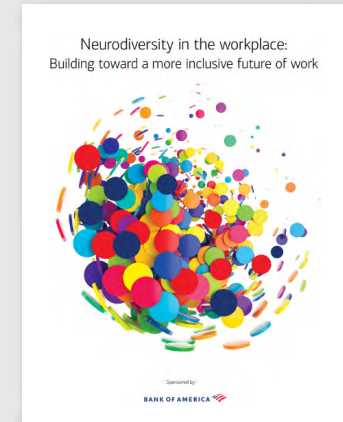


Take steps to start a diversity and inclusion program

Support success in the workplace with a diversity & inclusion program by following these simple steps toward success:

- Identify key stakeholders
- Host training, build accountability
- Embrace workforce diversity
- Keep it simple
- Assess, adjust, recognize

GET STARTED



Focus on neurodiversity when building an inclusive workplace

Attention to neurodiversity in the workforce is on the rise. A growing number of prominent companies are making intentional changes to their traditional ways of working to attract, retain and support neurodiverse employees with marked success.

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"We believe that it's critically important for companies to revisit and re-evaluate how their plans align with workplace trends in order to better assist their employees in pursuing financial wellness." — Kai Walker, Head of Inclusion Transformation, Retirement & Personal Wealth Solutions Bank of America



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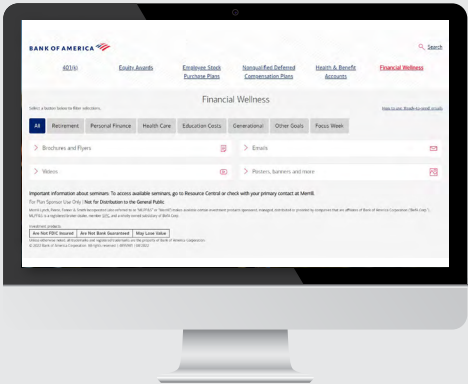
Provide the latest tools and educational support for your diverse workforce

Stay on top of the latest trends Visit the Bank of America Institute to gain insights that move business and society forward. [LEARN MORE](#)

Employer resources

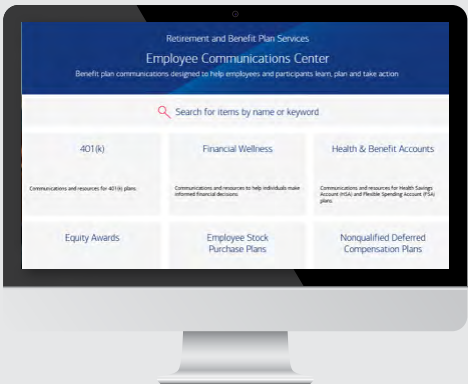
Leverage our library of workplace benefits resources

Employers who work with Bank of America have access to a host of brochures, videos and a calendar of events to support employee financial wellness.



Communicate often on wellness topics

Bank of America offers an Employee Communications Center to help employers communicate on key wellness topics and encourage employees to learn, plan and take action.



[LEARN MORE](#)

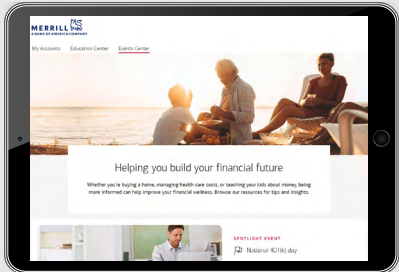
Employee resources

Encourage employees to engage

Events Center

Online resource for employers and employees to access upcoming live broadcasts and on-demand videos and audiocasts.

[LEARN MORE](#)



My Future

News and insights to help employees manage their financial lives. Content refreshed throughout year including quarterly newsletter.

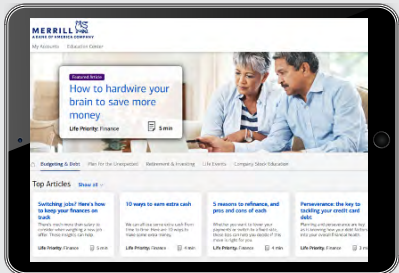
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Benefits OnLine Education Center

Centralized education center for participants to engage with informative articles, videos, tools and resources to support their financial needs.

[LEARN MORE](#)



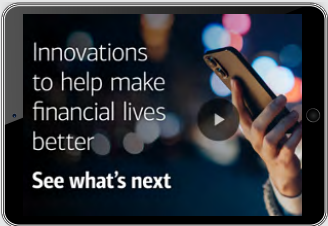


5

Connect with employees in meaningful and relevant ways through digital engagement

Explore our digital tools

See how Bank of America is using technology to make financial wellness more approachable and attainable through powerfully individualized experiences.



LEARN MORE

Choose from two investment guidance and advice programs

Offer your employees advice through one of our online investment advisory programs. Personal Retirement Strategy and Advice Access are both designed to help employees establish and pursue their retirement income goals.



Personalized insights



Advice, guidance and tools



Investment management

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Protecting your employees' safety and privacy is our priority

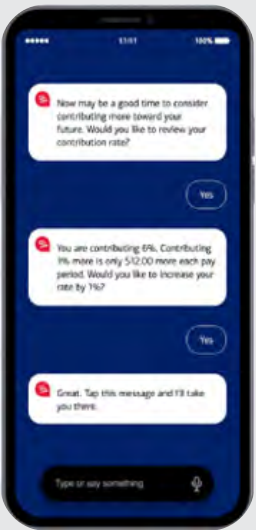
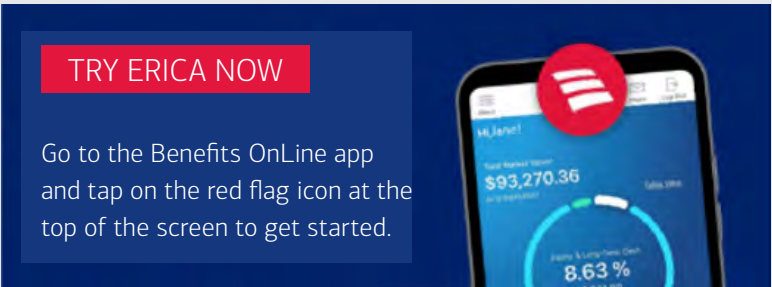
The threats never rest, and neither do we. Use the Cyber Security Hub to arm yourself and your employees with education against fraud and a team that's dedicated to keeping your business secure.



GET STARTED

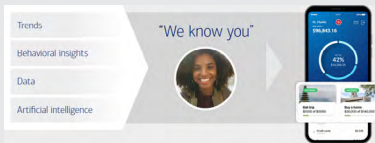
Encourage employees to see what Erica® can do

Erica is Bank of America's digital assistant that offers personalized, proactive and predictive guidance to employees about financial health and guides them to next steps. If you don't already have the app, download it today and tap the red flag icon at the top of the screen to get started.



Talk to us about personalizing employee experiences

Bank of America works to connect employees with the resources they need, offering education and guidance that is informed by data and driven by artificial intelligence to offer a curated experience to every employee.



Contact your Bank of America Representative for more details

IMPORTANT DISCLOSURE

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IMPORTANT: The projections or other information shown in the Advice Access program and/or the Personal Retirement Strategy program regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. Results may vary with each use and over time.

¹ Investment products are available from Merrill Lynch, Pierce, Fenner & Smith Incorporated.

² Bank products are available from Bank of America, N.A., and affiliated banks.

* The Financial Wellness Tracker calculates scores based on responses to questions, as well as some underlying calculations and are evaluated against the attributes of a financially well individual. The score takes into account: 1) personal information such as age, dependents and household income; 2) key financial information, including savings and expenses; and 3) the financial behaviors exhibited. Each question and answer is worth a certain number of points. Point values vary and one aggregate score is calculated to provide an individual their score.

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