

Your fall 2018 benefits update.

For benefits-eligible employees in the U.S.



More What's new for 2019

In this issue...

- No premium increases
- Expanded parental leave
- New core and matching HSA contributions
- Helping prevent opioid misuse
- Managing costs at the pharmacy
- Don't miss the life event deadlines!
- Get specialized vision testing
- Your healthy smile
- Keep a well-balanced portfolio
- Your enrollment checklist
- Questions about HR programs?
- Take a tour of LifeWorks

It's time to review your benefits coverage

The **annual enrollment window** is your once-a-year opportunity to change your benefits coverage other than [qualifying life events](#). Take the time to review your health and insurance plans so that you have the coverage that best suits you and your family for 2019. Check out the **Enrolling** tab for more information.

Premiums and plan enhancements

No premium increases for 2019

Great news! There are no increases to any of the [plan premiums](#) in 2019, and Supplemental Life and Supplemental Long-Term Disability premiums are lower for 2019.

In addition, the Spouse Opt-in charge for the Consumer Choice plan is being eliminated for 2019. If you are currently paying the Spouse Opt-in charge, you will automatically see the reduction in your premiums reflected in *myBenefits* during annual enrollment.

Expanded parental leave

Bringing a new baby into your family - through birth or adoption - is an exciting time and the first few months are an opportunity for all parents to build a bond with their child.

Starting in 2019, the Parental Leave benefit (which covers fathers and adoptive parents) will be aligned to the Maternity Leave benefit. All parents at BMO will be eligible for 12 weeks of paid leave, with an option to take an additional 12 weeks of unpaid leave, following the birth or adoption of a child.

This expanded benefit supports our commitment to maintaining an inclusive culture.

Annual enrollment is open from **October 29** to **November 9**.

Don't miss the window to review and change your coverage.



As you are reading through Benefits, keep an active myHR window open so that links open easily.

Your fall 2018 benefits update.

For benefits-eligible employees in the U.S.



Increase to dental plan maximum

The annual maximum per person for the Delta Dental plan has increased to \$2,000.

What's not changing

- [Consumer Choice Plan](#) and [VSP](#) plan designs
- Flexible Spending Account limits:
 - **\$2,650** for Health Care
 - **\$5,000** for Dependent Care
- Pre-tax commuter limits:
 - **\$260** for mass transit
 - **\$260** for parking

New core and matching HSA contributions

Start the year with money in your account

A Health Savings Account (HSA) is a convenient and easy way to pay for eligible health care expenses for you, your spouse and your dependents. For the past three years, BMO has helped fund HSAs with dollar-for-dollar contributions. We know that this funding is important to you and we're committed to continuing employer contributions in 2019.

BMO contributions to help with your eligible expenses

Beginning in 2019, BMO will contribute \$250 (Employee Only coverage) or \$500 (Family coverage) each year to an HSA for you, *even if you do not contribute*. These funds are yours to keep and use for eligible expenses.

Even better, by enrolling and making your own contributions, you can earn up to another \$250 (Employee Only coverage) or \$500 (Family coverage) in matching contributions from BMO.

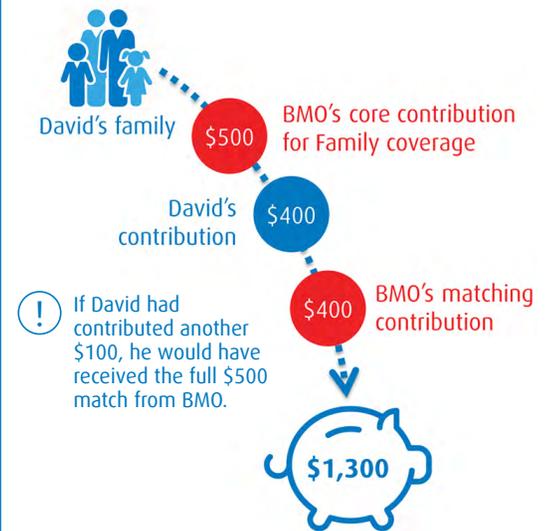
Upfront funding means you have money early

To help you cover medical and prescription expenses that hit your deductible early in the year, you will receive your full core contribution - and any matching contributions - at the beginning of the year instead of quarterly.

Enrolled in Medicare? You still receive core contributions

If you are enrolled in Medicare, watch for details about your core contributions after annual enrollment closes. It's a good idea to consult a tax advisor for advice if you choose to enroll in an HSA as there may be restrictions on HSA contributions.

See how David earns from contributing to his HSA!



Higher HSA limits

For 2019, the IRS has raised the total HSA contribution limit to **\$3,500** for Employee Only coverage and to **\$7,000** for Family coverage. If you are 55 or older, you can contribute an additional \$1,000 above the annual limits.

Your fall 2018 benefits update.

For benefits-eligible employees
in the U.S.



More Benefits and retirement

Helping prevent opioid misuse

Together with our pharmacy benefits manager, Express Scripts, we are directly contributing to a comprehensive, proactive approach to safer opioid use.

The **Advanced Opioid Management Program** helps minimize early exposure to opioids and prevent misuse by:

- Limiting new prescriptions to a seven-day supply.
- Educating patients on the dangers of opioid use and proper disposal of unused medication.
- Providing proactive counselling on safe opioid use from Express Scripts Therapeutic Resource Center® pharmacists.

Managing your costs at the pharmacy

Medication costs can vary by geography and local market conditions, but there are things you can do to manage your costs at the pharmacy, while continuing to put your health first.

Check your coverage

Before you go to a pharmacy, check the lists in the **Plan's Formulary** to learn about preferred drugs (both generic and brand name), which drugs are covered, and how much they are expected to cost. Visit the [Express Scripts](#) site or call Express Scripts Member Services at 1-877-795-2926 for updates.

Brand or generic

Did you know that generic drugs have the same active ingredients as their brand-name equivalents but at a much lower cost? Learn about generic drugs, their safety and efficacy on the [FDA website](#) or contact their toll-free hotline at 1-888-INFO-FDA (1-888-463-6332). You can also look up information on specific generic and brand-name drugs under **Drugs and Supplements** at [MedlinePlus.gov](#).

Comparison shop

Prices vary among pharmacies, so compare medication prices in several stores in your area. Use the [Express Scripts](#) tools to price medications at specific, participating pharmacies or select up to three pharmacies to compare prices. In your [Express Scripts](#) account, select "Price a medication" on the Prescriptions tab.

Manufacturer coupons, or discount/coupon programs for prescription drugs no longer count toward your annual deductible and/or out-of-pocket maximum.

Helpful resources

- [National Preferred Formulary](#)
- [Preventive Medications List](#)
- [Drug Exclusion List](#)

Your fall 2018 benefits update.

For benefits-eligible employees in the U.S.



More Benefits and retirement

Don't miss the deadline for life event changes

Big life events, such as getting married or having a baby, can be a busy time and it can be easy to forget to change your benefits. The IRS requires coverage changes due to a [qualifying life event](#) to be made within 31 days (90 days for births or adoptions) of the event.

In order to maintain the tax-favored status of the BMO Harris Cafeteria Plan,* there can be no exceptions, otherwise the status could be jeopardized for all plan participants.

Set up a reminder in your Outlook calendar so you don't miss the 31-day deadline.

* A Cafeteria Plan allows employees to pay certain qualified expenses (such as health insurance premiums and flexible spending account contributions) on a pre-tax basis, thereby reducing their total taxable income and increasing their spendable/take-home income.

Get specialized vision testing

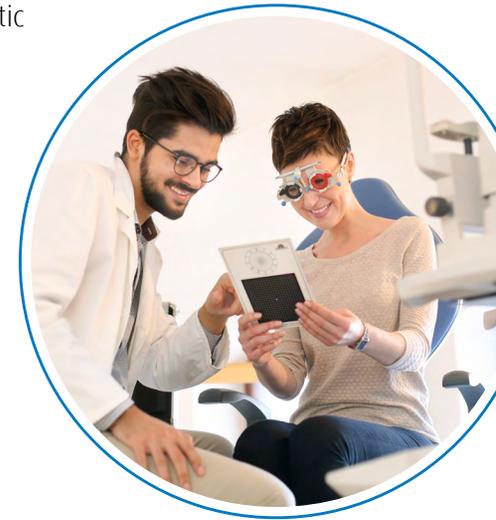
If you have diabetic eye disease, glaucoma, or age-related macular degeneration (AMD), the [Diabetic Eyecare Plus Program](#) can provide you with specialized screenings and diagnostic tests, diagnostic imaging of the retina and optic nerve, follow up exams and more. Members can self-refer or visit their [VSP](#) provider as often as needed, and pay only a copay for services.

A healthy smile is a powerful thing!

Your oral health is the foundation for a healthy lifestyle and directly affects your overall wellness.

Be sure to schedule routine dental appointments for you and your family, and check out [YourOralHealthHub.com](#) - a free resource from Delta Dental of Illinois. The hub contains tips and tools to help you maintain both your oral health and your overall health, including:

- **myDentalScore** - a free oral health risk assessment.
- **Just for Kids** - magazines and fun activities for kids of all ages.
- **Magazine** - articles, recipes and more.
- **Videos & Articles** - broad range of oral health topics.
- **Ask a Dentist** - get answers from a dental director.
- **Blog** - oral health tips and dental health information.



Your fall 2018 benefits update.

For benefits-eligible employees
in the U.S.



Legal notices

BMO's [required legal notices](#) are available online, including:

- COBRA Continuation Coverage Rights
- Creditable Coverage Notice
- HIPAA Notice of Privacy Practices
- Marketplace Notices
- Medicaid and Children's Health Insurance Program
- Notice of Nondiscrimination
- Notice of Special Enrollment Rights
- Summaries of Benefits & Coverage (SBC)
- Summary Plan Descriptions (SPD)
- Women's Health and Cancer Rights Act

To obtain printed copies, please contact the HRC at 1-888-927-7700.

BMO Financial Group complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. To view this disclaimer in other languages, please click [here](#).

Keep a well-balanced and diversified portfolio

It's key to your retirement security

Market conditions and other economic factors can cause some asset classes to perform well and others to perform poorly at the same time.

Although spreading investments – or diversifying – among different asset classes is not a guarantee against loss, it's an effective strategy to help you manage investment risk. If you invest more than 20% of your retirement savings in any one asset class, industry or company, your savings may not be properly diversified.

It's a good idea to periodically review your investment portfolio to make sure your retirement savings will meet your long-term financial goals, time horizons and risk tolerances. Be sure to review all of your retirement assets including those outside the BMO 401(k) Savings Plan.

For more information about diversifying your investments, check out [Your guide to investing in the 401\(k\) Savings Plan](#). To learn more about BMO's retirement benefits and tips on retirement planning, check out the [All about saving and planning for retirement](#) video.



Your fall 2018 benefits update.

For benefits-eligible employees in the U.S.



How to enroll

You can review and change your coverage for 2019 through *myBenefits* in myHR:

- Open myHR.
- Click the **My Pay & Benefits** tab.
- Under **My Benefits**, click the **Health and Insurance** tab
- Next to **Review your health and/or insurance information**, click **Launch**.
- Follow the instructions to complete your enrollment.

Remember to save each time you change your elections!

Need help?

The Human Resources Centre is available to support you along the way. Check out the [Reminders](#) tab for the different ways you can contact the HRC.

It's time to review your benefits coverage

Annual enrollment is open from October 29 to November 9

Here's a **handy checklist** to help you enroll. You can continue to change your elections until the enrollment window closes and your choices will take effect on January 1, 2019. The next time you can change change your elections will be next year's annual enrollment or within 31 days of a [qualifying life event](#), whichever comes first.

- Review** your elections and see what's available
Go to *myBenefits* to see your elections and costs for 2019.
- Consider** what you might need
Read more if you will be enrolled in the [Consumer Choice Plan and Health Savings Account](#) for 2019.
- Check** if your dependents are eligible for coverage
Review the eligibility requirements for spouses, same-gender or opposite-gender domestic partners, and children. Please remove dependents who are no longer eligible.
- Re-enroll** in spending accounts
Health Care Spending Accounts, Dependent Care Spending Accounts and/or Health Savings Accounts do not automatically renew each year.
- Review** your dependents and beneficiaries
Update the details including missing Social Security Numbers.
- Enroll** between October 29 - November 9, 2018
Save your elections each time you log in to *myBenefits*. If you do not have new elections saved in the system when annual enrollment closes on November 9, you may not have the coverage you intended for 2019.
- Confirm** and follow up
After annual enrollment, watch your email for a confirmation statement. **Check carefully to make sure it's accurate and complete.** If you enrolled in new, or increased, life insurance or long-term disability (LTD), complete any Evidence of Insurability forms from the insurance carrier and return them within 30 days.
- Verify** new dependents
If you enrolled new, unverified dependents on your medical, dental or vision plans, you will receive information from Dependent Verification Services (DVS) in mid-December. Submit the required documentation before the deadline so that your dependent is on your 2019 coverage.
- Watch** the mail for your new benefit ID cards
Depending on your changes and your plan choices, you may receive new ID cards. If applicable, you will receive the cards in late December so you can start using them on January 1, 2019, when your elections take effect.

Add an [annual enrollment reminder](#) to Outlook.

Your fall 2018 benefits update.

For benefits-eligible employees in the U.S.



Questions about HR programs?

The **Human Resources Centre** is here to help you. The [HRC](#) is available Monday to Friday, 8 a.m. to 5 p.m. CT at 1-888-927-7700 or by LiveChat or eService.

It's now easier to use LiveChat or eService; simply click one of the buttons on the myHR home page.

Need Help?

Contact the Human Resources Centre via:

[Launch LiveChat](#)

[Launch eService](#)

[1-888-927-7700](tel:1-888-927-7700)

You can also find the answers to some frequently asked questions on the Human Resources Centre [FAQ](#) page on the HR Intranet.

Taking time off is vital to a healthy lifestyle

A healthy lifestyle includes taking time off so that you can rest, refresh and recharge. It's important to schedule and take your [vacation](#) in the calendar year in which it was earned. As 2018 comes to a close, ask yourself these questions:

1. Did you take five consecutive business days off?
2. Did you speak to your manager about any expected vacation carryover at year-end?
3. Have you tracked all your time away from work in myTime & Attendance?

If you answered "No" to any of them, work with your manager to schedule time to take your vacation before the end of December, and make sure you track your time away!



Take a tour of LifeWorks

Check out the new [orientation video](#) for [LifeWorks](#). The video provides an overview of the offerings available free of charge to you and your eligible dependents. LifeWorks is available to you online from work and at home, by phone, and via the mobile app. Check out [Contacting Lifeworks](#) to learn more.

Become a Master of Stress Management

LifeSpeak's video on [Stress Mastery](#) can help you learn how to recognize, prevent, and effectively manage stress using your energy and mind. LifeSpeak's [video library](#) also has a variety of other videos to support you when life gets busy!