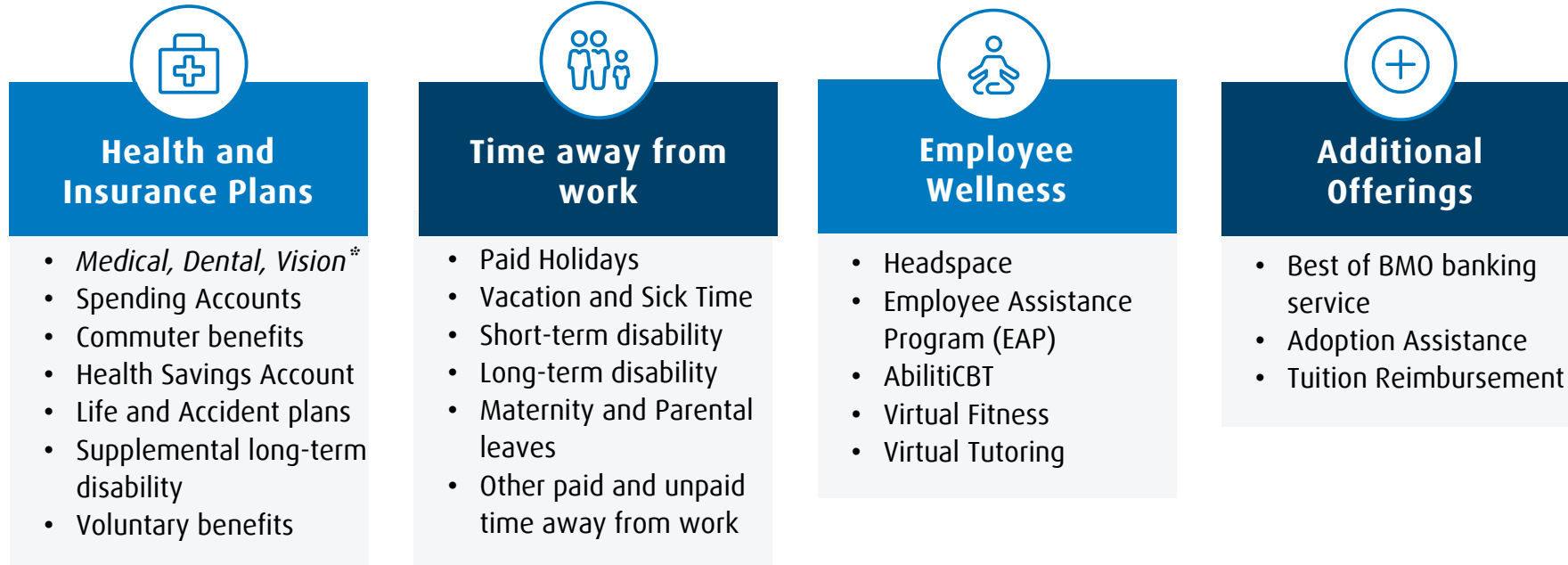


Introducing your Benefits

BMO U.S. Benefits and Wellness Programs

Prepared for employees joining from Bank of the West

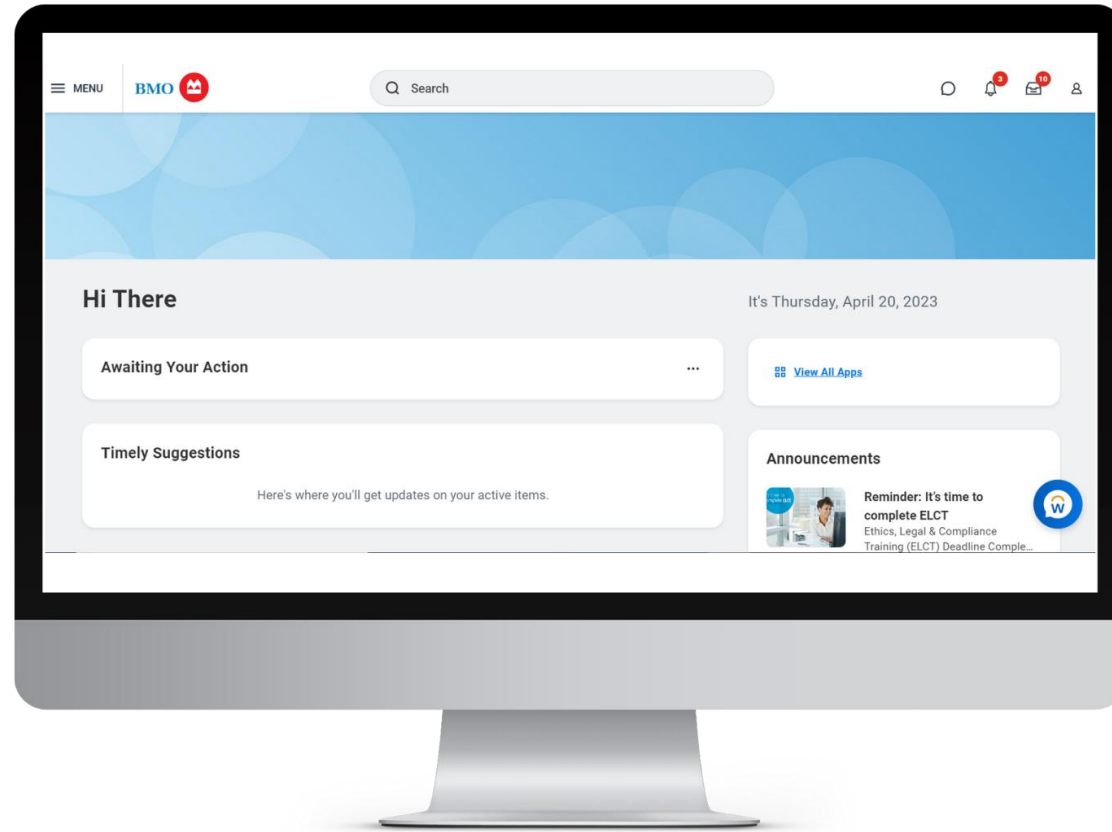
BMO U.S. Benefits and Wellness Programs Overview



** Your current Health, Dental, and Vision plans will remain in place until December 31, 2023.*

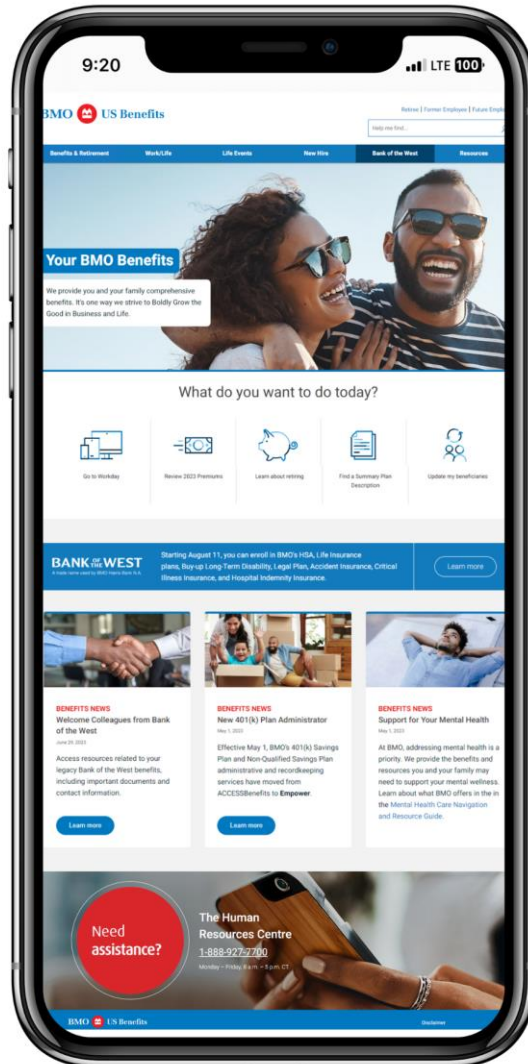
Your Employee Portal - **Workday**

You can launch **Workday** from BMO Central, under the Working at BMO tab, or if you're on the move, download the Workday mobile app!



Need help navigating Workday? Click [here](#) for more information.

Your Benefits Hub – bmousbenefits.com



Visit www.bmousbenefits.com for more detailed benefits information, including:

- Useful contacts
- Forms and documents
- Summary plan descriptions
- Summary of benefits and coverage
- Legacy BoTW contacts and resources

2023 Benefits Enrollment

How To Enroll:

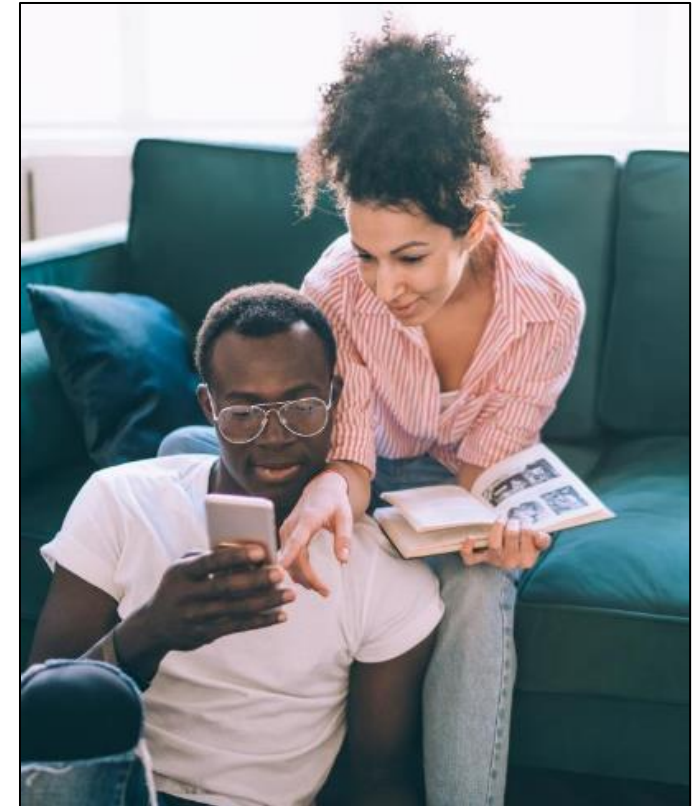
1. Go to Workday and click on the “My Benefits & Retirement” application
2. Select your network status (on or off the BMO network)
 - If Off the BMO network:
 - Open Workday - Apps - More Tools - HR Intranet
 - **Please Note:** You must have the HR Intranet open in order to access Workday off the BMO network
3. Click Enroll in your Benefits coverage tile
4. From the summary page, you can select the benefits you wish to enroll in individually
5. Save a copy of your final enrollment elections



Click [here](#) to watch a short video tutorial on how to enroll in benefits



Please note: Your elections made during this special enrollment period are for benefits beginning August 6 and ending on December 31, 2023. You will not be able to make changes to your current medical, dental, vision and FSA elections. Elections for 2024 will be made during BMO’s annual enrollment period this fall.



Need help navigating Workday? Click [here](#) for more information.

Benefit Eligibility

Employee Eligibility

- Full-time and part-time employees scheduled to work at least 20 hours per week are eligible for the full benefits program.
- Part-time employees scheduled less than 20 hours per week are eligible only for the 401(k) Savings Plan, Employee Share Purchase Plan, vacation and sick time.

Dependent Eligibility

In general, eligible dependents include your spouse, your domestic partner*, and your children:

- biological or legally adopted children
- child placed with you for adoption
- stepchildren
- child for whom you have legal custody
- foster children living with you (not eligible under all plans)
- domestic partner's children (must qualify as your tax dependent)
- adult children with disabilities (if disability existed while they met BMO's definition of child)



Please Note: BMO requires dependent verification. The first time you add a new dependent after August 6 to BMO's medical, dental or vision plans, you will be contacted by an independent third party to provide documentation verifying that only eligible dependents are enrolled. If you do not complete the verification process, your dependent will be considered ineligible and removed from your plans.

**Same-gender or opposite-gender partner who meets specified eligibility requirements, including that the relationship must have been in place for at least one year. Depending on your individual situation, your domestic partner may qualify as either a "tax-dependent" or a "non-tax dependent". For more information, including a form, refer to <https://bmousbenefits.com/eligibility/>.*

Health & Insurance Plans – Flexible Spending Accounts



Limited Purpose
Flexible Spending Account
(LPFSA)

Used For: Dental and Vision expenses only
Eligibility Rules: Employees receiving or making contributions to an HSA
Annual Limit: \$3,050
Carryover Provision: Up to \$610



Health Care
Flexible Spending Account
(HCFSA)

Used For: Medical, Prescription, Dental and Vision expenses
Eligibility Rules: Employees NOT concurrently receiving or making contributions to an HSA
Annual Limit: \$3,050
Carryover Provision: Up to \$610



Dependent Care
Flexible Spending Account
(DCFSA)

Used For: Dependent Care expenses
Eligibility Rules: Employees with children under age 13, or that have a dependent who is physically or mentally incapable of self-care and is claimed as an exemption on your federal income tax return
Annual Limit: \$5,000



Your spending account balances will be transferred to Smart-Choice. You will not be able to make changes to these elections during the special enrollment period beginning August 11. There will be a blackout period until the end of August. Once the blackout is complete, you will have full access to your balance and the ability to submit claims for 2023.



Please Note: BMO utilizes a carryover provision for the LPFSA and HCFSA and not a grace period. This provision allows you to carry over up to \$610 of unused FSA funds from the previous plan year into the following plan year.

Health & Insurance Plans – Health Savings Account



An HSA is a tax-free account you can use to help pay for eligible health care expenses now and in the future if you're enrolled in a high deductible health plan.

Plus, you get triple-tax advantages:

- Contributions you make to your HSA are pre-tax, which reduces your taxable income.
- Earnings on your HSA are tax-free.
- Withdrawals for eligible expenses are tax-free.

Here's how the HSA works:



Health & Insurance Plans – Health Savings Account



When planning your 2023 elections, you will need to consider any contributions you have already made for the year to ensure you do not exceed the IRS annual limit.

2023 IRS HSA Contribution Limits

Employee Only: \$3,850

Family: \$7,750

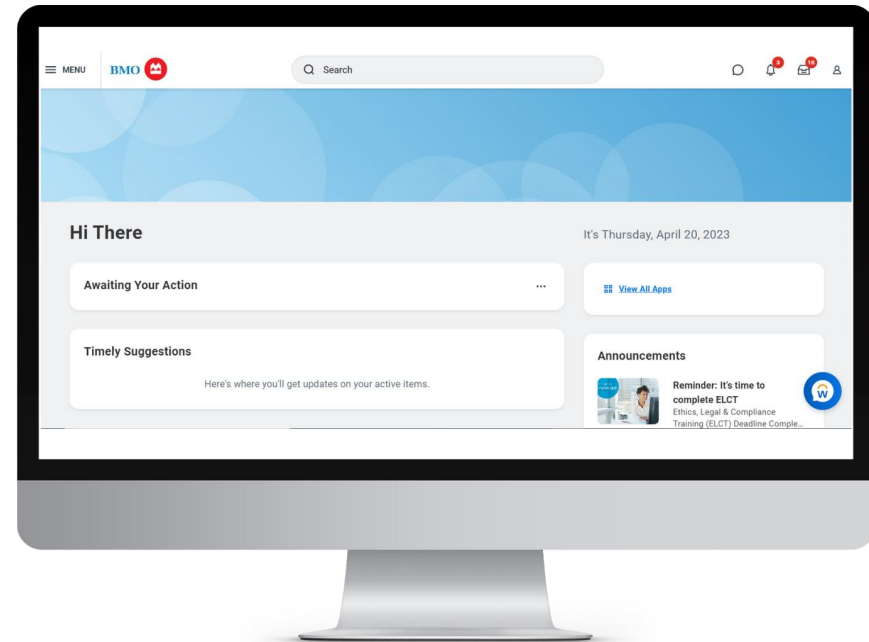
Catch-Up: \$1,000 if you will be age 55 or older in 2023



Have an HSA elsewhere?

You can transfer your existing HSA account to Smart-Choice.

From the Smart-Choice homepage:
Select *Menu – Learn About – Form and Documents* to download a transfer form.



To Manage your BMO HSA:

- Go to Workday
- Select the “My Benefits and Retirement” app
- Select your network status
- Click the “Reimbursement Accounts” tile

Health & Insurance Plans – **Commuter**

Save money when you pay for eligible mass transit and parking expenses with before-tax dollars with the Commuter Benefits Program.

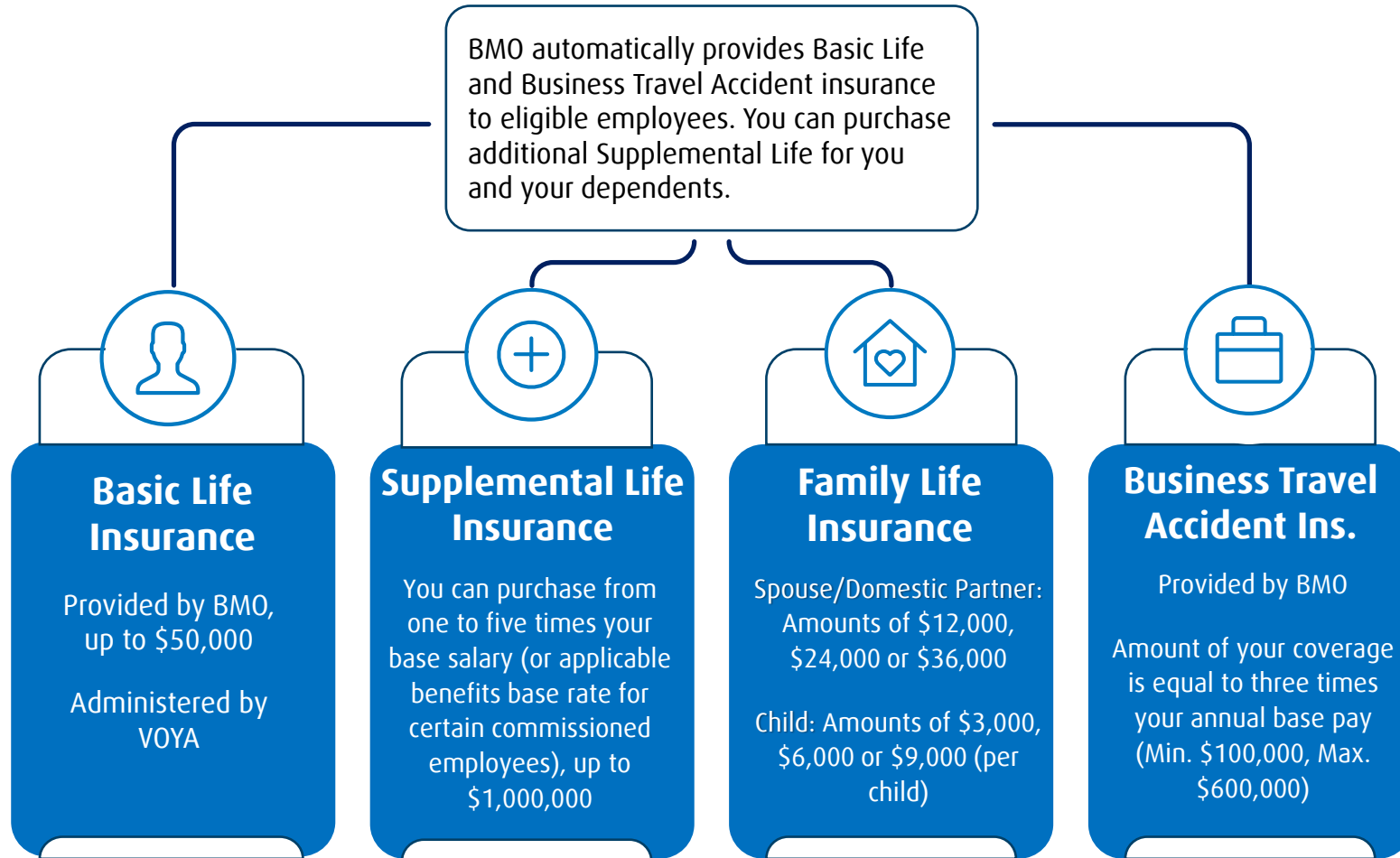
- The monthly maximum you can contribute before-tax for mass transit and parking is \$300.
- Contributions are deducted once a month from your first paycheck of the month.
- You can choose the “Recurring Option” to elect monthly orders to continue until you make a change or cancellation.



For 2023: You will be eligible to contribute through BMO’s commuter program. Elections/changes must be made by the 10th of the month to go into effect the next month (Long Island or Metro-North Railroad in New York, you must elect/change by the 4th of the month). If you have a balance as of HRD1, it will be transferred to YSA, BMO’s commuter administrator in late August.



Health & Insurance Plans – Life Insurance



Health & Insurance Plans – Accident Insurance

Accident Insurance is a voluntary benefit that supplements your medical coverage for specific, covered accidents and injuries. The benefit amount depends on the type of injury and the treatment you receive.

Who You Can Cover	You may cover yourself, your spouse/domestic partner and/or dependent children.
What's Covered	Covered accidents include: <ul style="list-style-type: none">• Injuries such as fractures, burns or lacerations.• Dislocations such as hip joint, knee, shoulder, etc.• Sports accident benefit: If your accident occurs while participating in an organized sporting activity, benefits will be increased by 25%, for a maximum additional benefit of \$1,000.
Benefit Amount	<p>The benefit amount depends on the following:</p> <ul style="list-style-type: none">• Nature and severity of the injury• Treatment you receive• Plan you are enrolled in — Low Plan or High Plan <p>You pay the full cost of Accident Insurance through automatic, after-tax payroll deductions. See Accident Insurance Premiums.</p>
Filing a Claim	Once your coverage goes into effect, you can file a claim for covered accidents on the Voya website .

Health & Insurance Plans – Critical Illness Insurance

Critical Illness Insurance is a voluntary benefit that supplements your medical and disability insurance. It pays a lump sum if you are diagnosed with a covered illness or condition, like a heart attack or stroke.

Who You Can Cover	You may cover yourself, your spouse/domestic partner and/or dependent children.
What's Covered	Covered illnesses/conditions include heart attack, stroke, transplants, cancer and more.
Benefit Amount	<p>The benefit amounts depend on the illness/condition and the plan you are in:</p> <p>Low Plan:</p> <ul style="list-style-type: none">• You and your spouse/domestic partner: Up to \$10,000• Your children: Up to \$5,000 <p>High Plan:</p> <ul style="list-style-type: none">• You and your spouse/domestic partner: Up to \$20,000• Your children: Up to \$10,000 <p>You pay the full cost of Critical Illness Insurance through automatic, after-tax payroll deductions. See Critical Illness Insurance Premiums.</p>
Filing a Claim	Once your coverage goes into effect, you can file a claim for covered illness/condition on the Voya website .

Health & Insurance Plans – **Hospital Indemnity Insurance**

Hospital Indemnity Insurance is a voluntary benefit that supplements your medical coverage. It pays a daily benefit for covered stays in a hospital, critical care unit, or rehabilitation facility.

Who You Can Cover	You may cover yourself, your spouse/domestic partner and/or dependent children.
What's Covered	Receive cash benefits to help cover costs associated with: <ul style="list-style-type: none">• Hospital admission and confinement, critical care unit admission and confinement, rehab facility confinement and observation unit daily benefit
Benefit Amount	<p>The benefit amounts depend on the plan you're enrolled in:</p> <p>Low Plan:</p> <ul style="list-style-type: none">• 1st day of admission: \$600• Hospital confinement, up to 10 days after day 2: \$100/day <p>High Plan:</p> <ul style="list-style-type: none">• 1st day of admission: \$1,200• Hospital confinement, up to 10 days after day 2: \$200/day <p>You pay the full cost of Hospital Indemnity Insurance through automatic, after-tax payroll deductions. See Hospital Indemnity Insurance Premiums.</p>
Filing a Claim	Once your coverage goes into effect, you can file a claim for covered illness/condition on the Voya website .

Health & Insurance Plans – Legal Plan

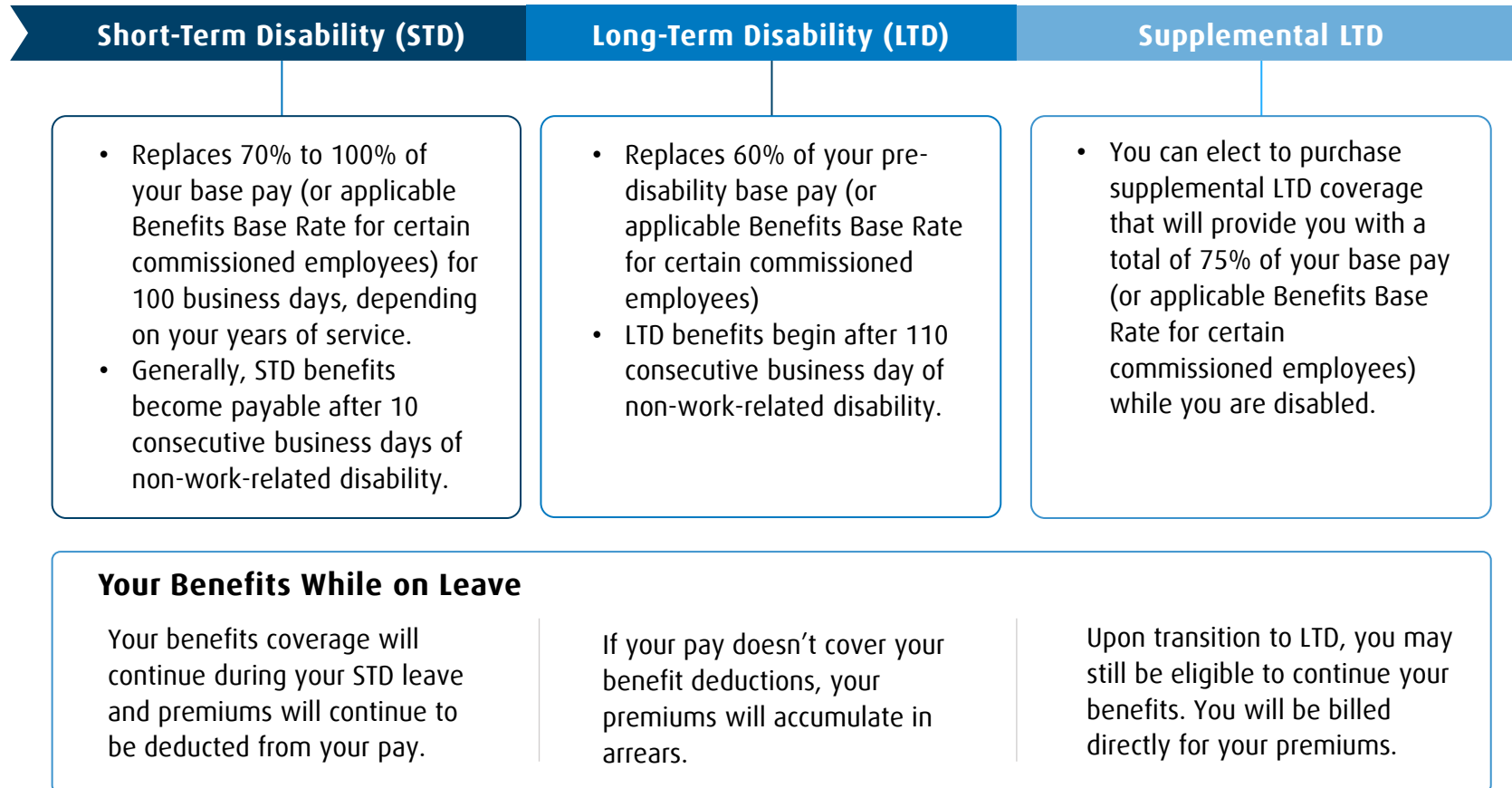
For a low monthly cost, the Legal Plan provides access to experts who can help you with a range of legal matters. It is administered by ARAG.

Who You Can Cover	You may cover yourself, your spouse/domestic partner and/or dependent children.
What's Covered	The following legal matters are covered under the plan and are available in-person or over the phone: <ul style="list-style-type: none">• Wills, divorce, traffic violations, trusts, family law, bankruptcy, tax service and more
Benefit Amount	<p>When you work with a network attorney, fees for covered services are 100% paid-in-full. For legal matters not covered under the plan, you are eligible to receive at least 25% off the network attorney's normal rate.</p> <p>You pay the cost for the Legal Plan through automatic, after-tax payroll deductions. See Legal Insurance Premiums.</p>

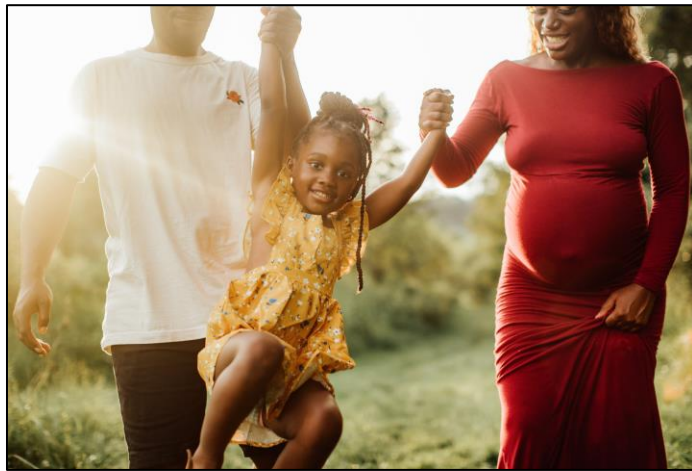


Time Away From Work – Short and Long-Term Disability

BMO's Disability Leave benefits provide paid time off when you need to be away from work for a longer-term absence.



Time Away From Work – **Maternity and Parental Leave**



Birth mothers, fathers, same gender partners and adoptive parents are eligible to take a total of 24 weeks of maternity/parental leave when a new child arrives.

- **First 16 weeks**—You are eligible to receive 100% salary continuation, for up to 16 weeks.
- **Last 8 weeks**—You can take an additional 8 weeks of unpaid, job-protected leave. If you choose to take additional unpaid time, you can supplement your pay using sick or vacation time, if available.



Paid maternity/parental leave runs concurrently with family medical leave (FML).



[Your Guide to Maternity Leave](#)
[Your Guide to Parental Leave](#)

Time Away From Work – **Vacation and Sick**

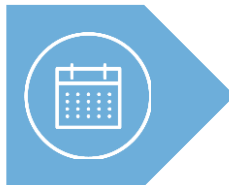
At HRD1, your accrued vacation and sick time balances from BOTW will be loaded into Workday.

Vacation at HRD1: You will start accruing vacation time based on the BMO schedule, up to the current BOTW accrual caps (240 or 320).

Sick Time at HRD1: Your current BOTW sick pay policy will continue through the end of 2023. You will receive your remaining 2023 sick time accrual on HRD1.

Credited Years of Service	Annual Vacation Hours	
	Grades 1-6	Grades 7 and above
Less than 10 years	136	176
10-19 years	176	176
20 or more years	216	216

Part-Time Employees - Prorate this amount based on the number of standard hours you are scheduled to work. For example, if you are a grade 7 with 5 years of service, working 30 hours per week, you would be eligible for 132 hours (176 hours x 30/40).



As we continue alignment to BMO policies, be assured that none of your accrued time will be forfeited. If you are on the BOTW Flexible Time Off vacation plan, you will continue that plan through 2023.

Time Away From Work – **Other Paid Time Off**

BMO sponsored volunteer days - the spirit of volunteerism at BMO is a source of pride for our company and is an important pillar of BMO's community commitment and corporate citizenship agenda. That's why we provide encouragement and opportunities to volunteer during business hours periodically.

Children's education time - you are encouraged to take an active interest in your children's educational progress. You may take, with your manager's approval, up to eight excused paid hours per calendar year for school activities that cannot be scheduled during non-work hours.

Bereavement Leave - you may take up to three workdays off with pay for the death of a family member.

Jury and witness duty - you are encouraged to serve as a juror or a witness when called. Upon receipt of a jury summons, you must notify your manager and provide them with a copy of the summons. When you return to work, you must submit your Certificate of Service (Dismissal Notice) or jury pay receipts to your manager.

Voting - you may take up to two excused paid hours of time off for voting in local, state or national elections, provided the request for such leave is made at least one day in advance to your manager.



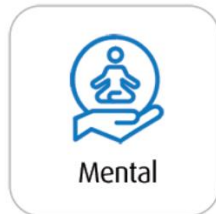
Wellness Offerings – **Wellness at BMO**



At BMO, we strive to Boldly Grow the Good in our employees' lives by delivering empowerment, personal connection, and support during your wellness journey. Wellness is a personal and evolving journey - not 'one size fits all' or a moment in time. It is a way of life and a critical component of the supportive culture that you experience working at BMO.

Visit the Wellness Hub for news and resources:

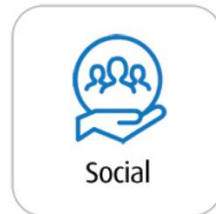
- Open BMO Central
- Navigate to the "Working at BMO" Tab
- Select "Wellness at BMO"



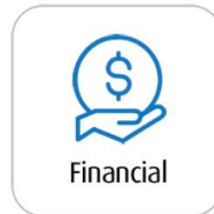
Mental



Physical



Social



Financial



Wellness Newsletter: Stay on top of all things wellness by subscribing to the bi-weekly newsletter!

Wellness Champions: Are you passionate about wellness and helping others? Join forces with wellness advocates across BMO to help infuse wellness into BMO's culture. Open to all wellness enthusiasts!

Wellness Offerings – **Headspace**

headspace

Get Headspace at no cost, from BMO

- 1,000+ hours of mindfulness and sleep content
- Mini exercises for busy schedules
- Proven to reduce stress in 10 days

How to join:

- Sign up with your personal email address
- Verify eligibility using your BMO email address
- Log into your Headspace account to finish setup



<https://work.headspace.com/bmo/member-enroll>

Wellness Offerings – Employee Assistance Program

The TELUS Health EAP (formerly LifeWorks) is a free resource. It is voluntary and completely confidential. You and your family members may participate in the EAP even if you don't participate in a BMO medical plan. The EAP is available online, in person or on the phone to help you with everyday needs, life's big transitions and in times of crisis.



Go to <https://login.lifeworks.com> and login to access resources and information.
(username ID: bmous; pwd: lifeworks)



Call **1-800-757-0327** to learn more or to schedule a session with a TELUS Health EAP counselor.

In addition to EAP services, TELUS Health also provides:

- Back-up Child and Elder Care options
- Career Counseling
- Exclusive Deals

Wellness Offerings – **AbilitiCBT**

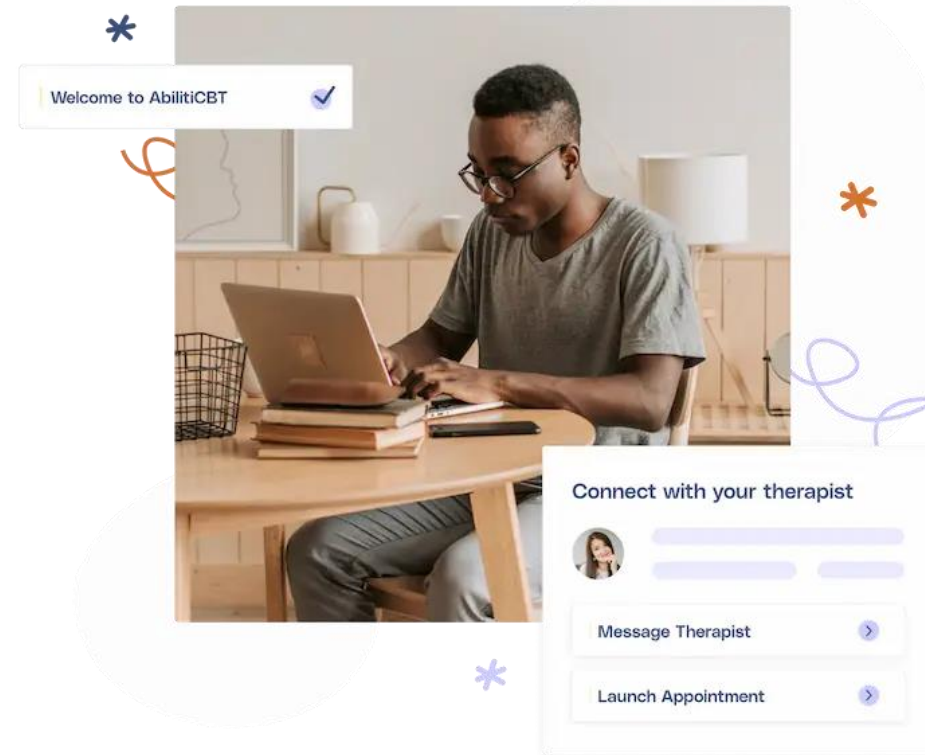
Abiliti**CBT** is an internet-based Cognitive Behavioral Therapy (iCBT) program that you can access from any device, anytime and anywhere. Cognitive behavioral therapy is one of the most effective forms of therapy. You will learn to understand, recognize, and change your thoughts, feelings, and behaviors so you can start feeling better.

How it works:

1. Complete a quick assessment
2. Get started
3. Connect with your therapist
4. Move through the program
5. Check in regularly with your therapist



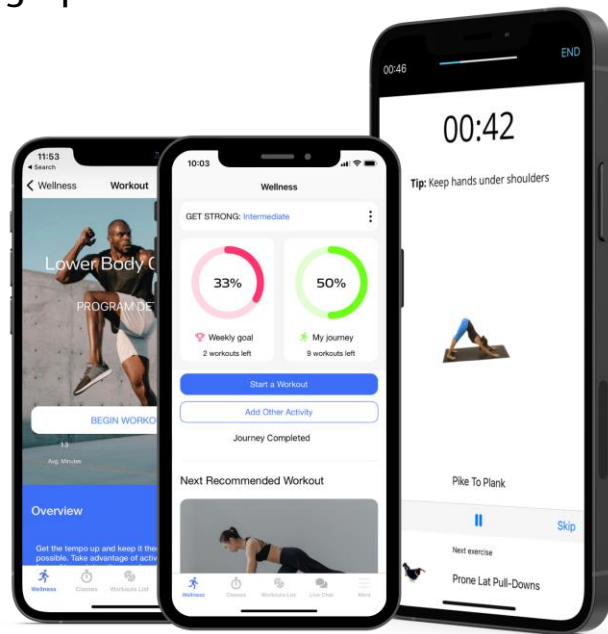
bmo.abiliticbtus.com/en-US



Wellness Offerings – **LIFT session Virtual Fitness**

Fitness anytime, anywhere with coach support at no cost to you! LIFT session virtual fitness programs are available on your mobile device. Chat live online with fitness coaches who can help with fitness, nutrition, and recovery questions you have. Each session lasts 30 minutes, and the typical journey is three sessions per week for a total duration of six weeks. No equipment required!

Personal Training and Group Training options available too! In addition to custom developed fitness training and journeys through our app, you can also access live online group and 1-1 training sessions offered at a discount after signing up.



How to get started:

1. Get started online at lifeworks-global.liftsession.com/#/
2. Sign up and complete your online fitness assessment
3. Download the **LIFT session** app on your mobile device to start the customized fitness journey right for you!

Wellness Offerings – Virtual Tutoring

Virtual Tutoring powered by TutorBright focuses on building confidence and improving academic outcomes in students from Kindergarten to Grade 12. With a holistic approach to education, each student's personal, academic and social needs are considered with every engagement. Virtual Tutoring aims to develop a love for learning, a positive mindset and increased self-esteem.

What's included?

- 6 passes of virtual tutoring per employee, per household, per calendar year.
- Each pass will cover 1 hour of virtual tutoring.
- Once the 6 BMO-paid passes have been used for the calendar year, you will be able to continue virtual tutoring services at a preferred rate.



Accessing Virtual Tutoring is as easy as 1, 2, 3:

1. From the LifeWorks App/Platform, go to the Support and Resources page, and find LifeWorks Virtual Tutoring in the Quick Links section.
2. To get started with tutoring support, click on the link to go to the LifeWorks Virtual Tutoring website.
3. Fill out the "Contact Us" Section. A member of the LifeWorks Virtual Tutoring team will contact you to initiate service.

Other Benefits and Programs



Best of BMO U.S.

As an employee of BMO, you have access to exclusive banking benefits through the Best of BMO U.S. program. To learn more, call our dedicated Employee Hotline at 1-888-398-2265 or visit a BMO location near you.



Adoption Assistance

BMO reimburses up to \$10,000 of eligible adoption expenses per adopted child. To be reimbursed for qualified adoption expenses, submit an [Adoption Assistance Request for Reimbursement Form](#) with the applicable documentation to BMO U.S. Benefits, as noted on the form.



Tuition Reimbursement

At BMO, we're committed to investing in our people by providing opportunities and support for continuing education and professional development. Eligible full-time employees can receive reimbursement for approved, eligible expenses as follows:

- Undergraduate-level courses and specialized programs receive reimbursement for 100 percent of tuition costs to a maximum of \$5,000 per calendar year.
- Graduate-level courses and EMBA programs receive reimbursement for 80 percent of tuition costs to a maximum of \$8,000 per calendar year.

What's Next?

8/11

2023 Benefit Enrollment Begins

You can enroll in some BMO non-medical benefit offerings such as Life Insurance, Supplemental Disability Coverage and other voluntary benefits.

9/19

2023 Benefit Enrollment Ends

This is the final day you will be able to enroll in non-medical benefit offerings for 2023.

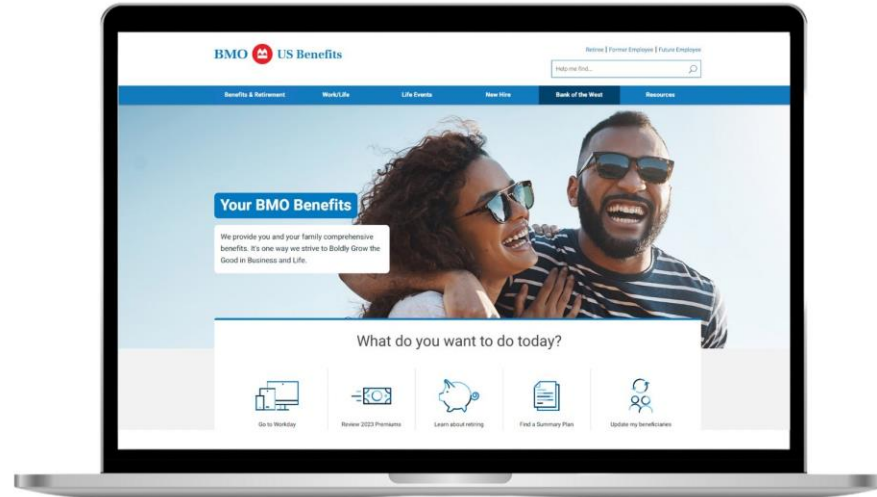
10/23

2024 Annual Enrollment Begins

Enrollment for 2024 benefits will begin on October 23. More information will come beginning in early fall regarding our offerings for 2024.



Have a question, or need more information?



FOR INFORMATION REGARDING:

- Forms and documents
- Summary plan descriptions
- Required notices
- Summary of benefits and coverage
- Carrier contact information



www.bmousbenefits.com

FOR INFORMATION REGARDING:

- Questions on the enrollment process
- Payroll
- Spending accounts



THE HUMAN RESOURCES CENTRE (HRC)

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

Mon - Fri, 8 am - 5 pm CT



FOR INFORMATION REGARDING:

- Wellness offerings
- Wellness events
- Becoming a Wellness Champion



wellness@bmo.com