

# Benefits to support the total you



The well-being of you and your family matters. This at-a-glance guide provides an overview of the health and financial benefits you'll receive as an employee at U.S. Bank.

Each year, we explore ways to improve your benefits and resources – so whether you've been with the company for a while, or just joined as a new employee, use this guide to understand what's available to you for 2021.

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# Your benefit choices and start dates



Look for these symbols throughout this document to identify the benefits for which you qualify based on your employment status:

- FT** Full-time: scheduled to work 30 or more hours per week
- RPT** Regular part-time: 20-29 hours per week
- PT** Part-time: fewer than 20 hours per week

If you're eligible, you can generally cover your qualifying dependents, too:

- Spouse or domestic partner (same- or opposite-sex)
- Children younger than 26
- Disabled children 26 or older

As a new or newly eligible employee, the benefits you select by your enrollment deadline will be set up as soon as possible to help you avoid gaps in coverage. If you're full-time, that's the first of the month after your hire date. If you're regular part-time, a three-month waiting period applies (e.g., if you're hired May 9, the benefits you elect begin Sept. 1). Thereafter, you can change your benefits each November for the following year, unless you experience a life event that allows you to add, drop or change earlier.

# Support for your financial well-being



Your financial wellness matters throughout your career and into retirement. That's why we invest in your future with retirement savings and pension plans, and tools and resources to help you plan your journey.

## **FT** **RPT** **PT** 401(k) savings plan

You choose how to save and invest through before-tax and/or Roth after-tax contributions and a variety of investment options. You're immediately vested and receive a 100% company match up to 4% of eligible pay after a year of service. You're automatically enrolled with a 2% before-tax contribution to a target-date fund based on your birthdate and retirement at age 65. Savings start on your first or second paycheck, and you can change your contributions or investments anytime.

### **Tools to help navigate your financial journey**

We're your partner as you take steps to achieve your financial goals – no matter how big or small. Visit [My Money](#), [My Goals](#) to access tools to help you save for the unexpected, pay off debt, plan for retirement and much more.

And check out our [Your Total Rewards](#) site to access your savings and retirement accounts, project your future retirement income, get investment help and assess your financial health. Plus see your total compensation statement and explore all the benefits and programs that comprise your total rewards.

*You can use Health Savings Account contributions you make and receive from U.S. Bank during employment to pay your healthcare expenses in retirement, too. See [page 12](#) to learn more.*

**FT RPT PT Pension plan**

Help build your retirement income with a cash balance pension benefit, funded completely by U.S. Bank. You're automatically enrolled on the first Jan. 1 or July 1 after you reach age 21 and complete a year of service in which you work at least 1,000 hours. Thereafter, each year you work at least 1,000 hours, you'll receive a pay credit (based on your age and years of service) equal to a percentage of your eligible pay up to the Social Security Wage Base (SSWB\*) during the year, plus an additional pay credit based on your eligible pay equal to or more than the SSWB. You'll also receive an annual interest credit on your account balance. Once fully vested after three years of service with at least 1,000 hours, you can take your benefit with you if you leave U.S. Bank or receive a benefit from the plan when you retire.



Your age + years of service	Pay credit percentage on pay up to SSWB	Pay credit percentage on pay equal to or more than the SSWB
Less than 35	2.0%	4.0%
35-49	2.5%	5.0%
50-64	3.0%	6.0%
65-79	4.0%	8.0%
80 and over	5.0%	10.0%

\*SSWB is updated each year. The 2021 amount is \$142,800.

# Support for a well mind and body



Feeling well helps power your potential at home, work and in all that you do. Choose from a variety of benefits and programs to help you be at your best.

## **FT** Medical and wellness

You have access to two distinctly different medical plans loaded with value-added features to make your experience more comprehensive, integrated and convenient:

- Broad network coverage administered by UnitedHealthcare/OptumRx for medical services and prescriptions and EyeMed for routine annual eye exams
- Free preventive screenings, immunizations and prescriptions, regardless of whether you've met your deductible
- A variety of wellness and support programs
- A single administrator – UnitedHealthcare/Optum – for your medical and prescription coverage, Health Savings Account (if applicable) and wellness programs for an integrated experience and continuity of your preventive and ongoing healthcare.

The **Copay Advantage plan** features more certainty around what you pay when you go to the doctor or fill a prescription through:

- A lower deductible for medical services
- No deductible for prescriptions
- Free virtual visits
- Fixed copays for certain services

The **HSA Advantage plan** is a high deductible plan you can pair with a Health Savings Account (HSA) which offers:

- Lower premiums
- A tax-free way to save and pay for out-of-pocket healthcare expenses
- An HSA contribution from U.S. Bank — up to either \$500 or \$1,000 annually

## Compare your options and what you pay for services

	UnitedHealthcare Copay Advantage Plan (In-network)	UnitedHealthcare HSA Advantage Plan (In-network)
<b>Deductible</b>	Medical: \$500/person; \$1,000/family Pharmacy: Deductible waived	Combined medical/pharmacy: \$3,000/person; \$5,000/family
<b>Preventive medical/pharmacy</b>	\$0 - deductible waived	
<b>Office visit charge</b>  <i>See "Other covered medical services" for other services received during an office visit</i>	PCP, convenience clinic: \$25 Specialist, urgent care: \$50 Deductible waived (\$0 for behavioral health after deductible is met)	30% after deductible (\$0 for behavioral health after deductible is met)
<b>Virtual visit</b>	\$0 - deductible waived	30% after deductible
<b>Emergency room</b>	\$250 - deductible waived	30% after deductible
<b>Other covered medical services</b>	20% after deductible (\$0 for behavioral health after deductible is met if billed as office setting)	30% after deductible (\$0 for behavioral health after deductible is met if billed as office setting)
<b>Retail pharmacy (30-day)</b>	20%-45%; deductible waived	20%-45% after deductible
<b>Home delivery pharmacy (90-day)</b>	\$25 copay-45%; deductible waived	\$25 copay-45% after deductible
<b>Out-of-pocket maximum (combined medical/pharmacy)</b>	\$2,000/person \$4,000/family	\$5,000/person \$10,000/family
<b>HSA contribution from U.S. Bank</b>	Not eligible	If you only cover yourself: \$500 All other coverage levels: \$1,000
<b>Cost of coverage per biweekly pay period</b>	You: \$87.38 You + spouse/partner: \$239.88 You + children: \$166.00 You + family: \$344.69  <i>Assumes no tobacco use</i>	You: \$39.50 You + spouse/partner: \$121.23 You + children: \$76.77 You + family: \$147.88  <i>Assumes no tobacco use</i>

Similar plans are available through Kaiser in California, Colorado, Oregon and Washington at similar costs. See [my.kp.org/usbank](https://my.kp.org/usbank) for details.

## Specialized support to meet your personal needs

With either of our UnitedHealthcare medical plans, you receive these valuable programs at no additional cost to you:

- **2nd.MD** empowers you to confidentially consult by phone or video with a highly specialized physician from a top-ranked institution for a second opinion about a diagnosis or differing diagnoses from multiple doctors, surgery, a new course of treatment, or prescription or treatment you're not sure is working.
- **Livongo for Diabetes Program** includes a connected meter; anytime, anywhere coaching; and 100% coverage for testing strips.
- **Maternity Support Program** to enhance your understanding of what to expect, ease your concerns, access useful information and resources, and prepare for the best possible pregnancy and birth.
- **Real Appeal** digital weight loss and healthy living program, which includes a personal coach, online group classes, nutrition and fitness guides, food and exercise trackers and more.
- **Support programs** for bariatric surgery, transplants, cancer, fertility, spine and joint.
- **Stop Smoking Program**, including a quit coach and nicotine replacement products to help you become tobacco- and nicotine-free. Also available to Kaiser members.



### Partners on the road to better well-being

In addition to the wellness components of our medical plans, we support your total well-being through:

#### 50% reimbursement

on already discounted WW (Weight Watchers reimagined) membership fees

#### Discounts

on fitness products and services

#### LifeWorks

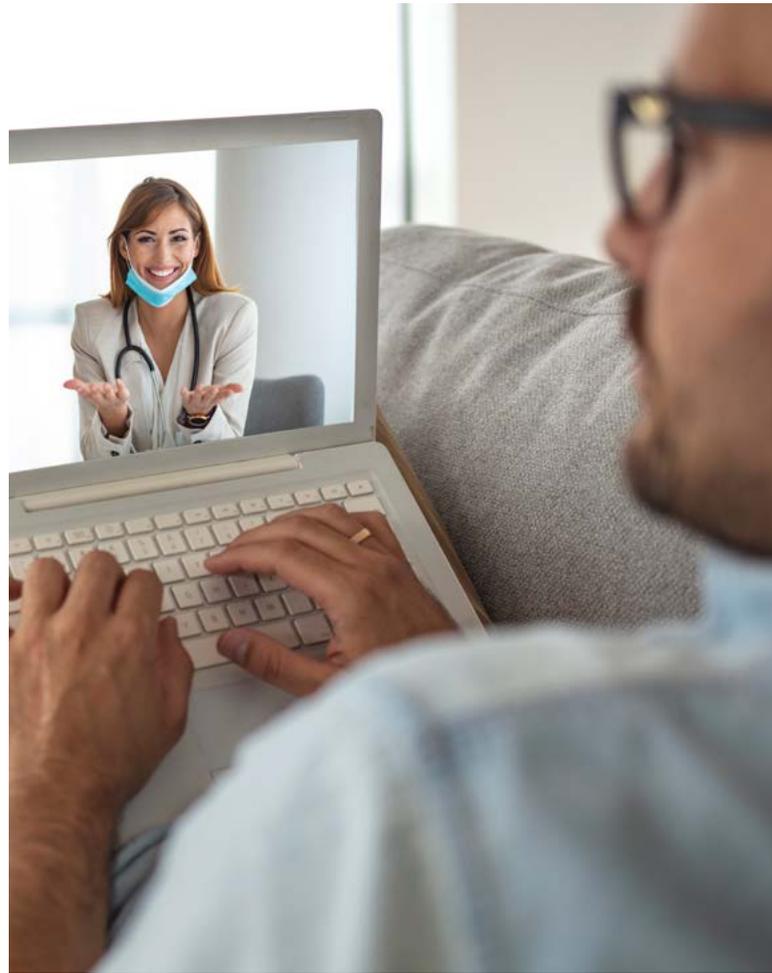
challenges, wellness tools and health coaching

#### Monthly webinars and more

## Mental health matters

Behavioral and mental health are an incredibly important part of well-being. That's why we provide:

- **Coverage under our medical plans** for diagnosis, treatment, therapy and crisis intervention related to mental health and behavioral health conditions, such as depression, mental illness and substance abuse. From virtual and office visits, to prior-authorized inpatient, outpatient and residential treatment, we've got you covered. With our UnitedHealthcare plans, eligible expenses are covered at 100% after you reach your deductible both in and out of network.\*
- **Confidential counseling** through LifeWorks to help you cope with grief and loss, navigate personal relationships, manage financial worries and solve family or parenting concerns. It's free for you and your family members even if you're not enrolled in a U.S. Bank medical plan.
- **Online resources and phone support** from LifeWorks, including:
  - Life coaching to help you overcome obstacles, move forward, create the life you want and reach your goals.
  - Health coaching for concerns affecting your mind and body, like sleep, stress and weight management.



## Convenient options that fit your busy life

- **Virtual Visits** — Get free or low-cost care from Amwell, Doctor on Demand or Teladoc under UnitedHealthcare plans for a variety of ailments through your phone, tablet or computer – anytime anywhere and without an appointment.
- **Onsite health centers** — See a nurse practitioner at one of our larger worksites to get more convenient care for minor illnesses or medical services. It's completely free to you – even if you're not enrolled in a U.S. Bank medical plan.
- **myuhc.com** — Find a network doctor or pharmacy, access designated UnitedHealthcare Virtual Visit providers, estimate costs, manage your claims, access your HSA, order prescriptions and more. When you're covered by a UnitedHealthcare medical plan, this one-stop resource integrates all your medical, pharmacy, wellness and HSA information, resources and transactions.

*\* Applies to behavioral health services billed as an office setting as well as any additional behavioral health services received at that visit.*

Good dental care is an important part of your overall well-being. Choose from two dental plans to help keep your smile at its best through regular dental checkups.

	Basic	Premium
<b>Deductible (per calendar year)</b>		
Preventive and diagnostic services	\$0	\$0
Basic and major services	\$50/person, \$100/family	\$50/person, \$100/family
Orthodontia	\$0	\$0
<b>Coverage</b>		
Preventive and diagnostic	100%	100%
Basic services	80% after deductible	80% after deductible
Major services	50% after deductible	80% after deductible
Orthodontia	50% – for dependent children under age 19	50% – for adults and dependent children
Annual maximum benefit for preventive and diagnostic, basic and major services	\$1,000/person per calendar year	\$1,500/person per calendar year
Lifetime orthodontia maximum	\$1,000/dependent child per lifetime	\$1,500/person per lifetime
Percentages shown indicate the percent of the “payment obligation/allowable charge” paid by the plan.		
<b>Premiums per biweekly pay period</b>		
Full-time employees	You only – \$6.00 You + spouse – \$11.50 You + child(ren) – \$12.50 You + family – \$20.00	You only – \$24.50 You + spouse – \$48.25 You + child(ren) – \$53.25 You + family – \$84.00
Regular part-time employees	You only – \$11.46 You + spouse – \$22.92 You + child(ren) – \$24.54 You + family – \$39.12	You only – \$30.77 You + spouse – \$61.27 You + child(ren) – \$66.96 You + family – \$105.81

Pay less for eyeglasses and contact lenses purchased through a variety of retail and private practice optometrists and ophthalmologists in the EyeMed network. (Discounts on diagnostic hearing exams and hearing aids are also available.) You pay from \$4.18 to \$11.52 per pay period depending on the family members you cover. Routine annual eye exams are not provided under this plan; they're covered under our medical plans.

Product/service	Your in-network cost
Frames	\$0 for frames up to \$150 retail value; 80% of balance over \$150
<b>Standard plastic lenses</b> with polycarbonate and anti-reflective coatings (other lens options available for additional cost) <ul style="list-style-type: none"> <li>Single vision, bifocal, or trifocal</li> <li>Standard progressive</li> <li>Premium progressive</li> </ul>	\$10 copay \$75 copay Varies by type of lens from \$95 to \$120 copay, or \$75 copay up to \$120 retail value plus 80% of balance over \$120
<b>Contact lenses (both eyes)</b> <ul style="list-style-type: none"> <li>Conventional</li> <li>Disposable (up to \$150 retail value)</li> <li>Medically necessary</li> </ul>	\$0 for lenses up to \$150 retail value; 85% of balance over \$150 \$0 for lenses up to \$150 retail value; 100% of balance over \$150 \$0 (paid in full by plan)
Lasik surgery from US Laser Network	85% of regular retail price; 95% of promotional price

# Support for your parenting journey



Your family life matters. Save money, bring harmony to your work and home lives, and access practical resources and assistance with these programs.

- FT RPT** Adoption assistance: Reimbursement of up to \$10,000
- FT RPT PT** Bright Horizons: Ten days of discounted backup child and elder care and related resources
- FT RPT** Dependent care flexible spending account: Pay for up to \$5,000 of daycare expenses with pre-tax dollars
- FT** Fertility Solutions Program: Education, counseling and support plus coverage of up to \$25,000 for medical and surgical expenses and \$10,000 for prescriptions when enrolled in a UnitedHealthcare medical plan
- FT RPT PT** Lactation breaks and mothers' rooms: Time and a private space to express milk at work
- FT RPT** Leaves of absence: 13 weeks of paid leave (a combination of pregnancy disability leave and parental leave) for the birth parent and four weeks of paid parental leave for non-birth parents
- FT** Maternity Support Program: Free when you're enrolled in a UnitedHealthcare medical plan (see [page 7](#))
- FT RPT** Surrogacy assistance: Reimbursement of up to \$10,000

# Support for your budget



Your bottom line matters. Make the most of your spending with pre-tax savings and valuable discounts.

## **FT** Health Savings Account (HSA)

An HSA provides a tax-advantaged means for you to save and pay for qualified healthcare expenses, including doctor and dentist visits, prescriptions, glasses, contact lenses and more. Enroll in a U.S. Bank HSA Advantage medical plan to contribute and to receive up to \$500 (if you cover yourself) or up to \$1,000 (if you also cover one or more family members) annually from U.S. Bank. You own your HSA and all the money in it, even if you change medical plans or employment. There is no deadline to use your HSA balance, so you can save for future medical expenses, too, including those you may have in retirement.

## Flexible Spending Accounts (FSAs)

Save on taxes when you pay for expenses with pre-tax dollars with our FSAs. Estimate your expenses carefully, in most cases, you'll lose any money not used for the year.

**FT** Healthcare FSA (either general purpose or limited purpose depending on your HSA eligibility) for qualifying medical, dental, vision and hearing expenses. Your entire annual contribution amount is available at the beginning of the year. You may carry up to \$500 to the next year if you enroll again the following year, but you'll lose any additional unused balance.

**FT** **RPT** Dependent care FSA for daycare expenses.

**FT** **RPT** Parking FSA for work-related parking expenses.

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RPT

## Commuter plans

Choose the Transit Plan to purchase your transit or vanpool vouchers before-tax and enjoy the convenience of receiving them at your home. Or in the seven-county Minneapolis/St. Paul metropolitan area, purchase a Metropass at a reduced price. With either, U.S. Bank contributes \$35 toward your commuting expense every month you participate.

### Discounts and reimbursements

Maximize your spending on day-to-day and major expenses:

- Exclusive employee offers on U.S. Bank financial products through the Employee Banking Hub
- Tuition reimbursement
- 50% reimbursement of already discounted WW (formerly Weight Watchers) membership fees
- Discounts on gym memberships, hotels, restaurants, movie theaters, retailers, florists, electronics, national attractions, travel and more through the U.S. Bank Discount program, powered by Abenity.



# Support for when you need it the most



Your peace of mind matters. Rest easy with programs that replace a portion of your income if you're unable to work, protect your or your loved ones' financial future and lend a caring hand in challenging times.

## **FT RPT PT Sick and Safe Leave**

When you need time off for medical appointments, personal illness or the illness of a family member, and other reasons as allowed by law, Sick and Safe Leave has you covered. Accrue one hour for every 30 hours worked up to 80 hours each calendar year (except if you work in California or Washington where there's no accrual limit) and carry up to 80 hours over to the next year. Accrued time is capped at 80 hours at any given time.

## **FT RPT Short-term and long-term disability**

If you're unable to work due to illness or injury and have at least a year of service, you may be eligible to receive 100% pay replacement for up to 13 weeks and 60% for another 13 weeks, if needed, under short-term disability. If you're still unable to work after 26 weeks, Long-Term Disability (LTD) applies. At enrollment, you elect either 50 or 60% pay replacement for LTD. If you're full-time, you receive the 50% of pay coverage option at no cost and may buy-up to 60%.

## **FT RPT Term life insurance**

If you're a full-time employee, you automatically receive term life insurance coverage equal to your annual pay (up to \$300,000) at no cost and you have the option to purchase more. If you're regular part-time, you can purchase up to 10 times your annual pay (\$4 million maximum). During your initial enrollment, select up to three times pay (\$750,000 maximum) without evidence of insurability. At subsequent annual enrollments, you may purchase or increase coverage by one-times pay (up to the lesser of three times pay or \$750,000) without evidence of insurability.

Dependent term life policies are available, too. For your spouse or domestic partner, choose up to \$100,000. At your initial enrollment, up to \$50,000 is available without evidence of insurability. At subsequent annual enrollments, evidence of insurability is required for new or increased coverage. For your children, choose up to \$25,000 without evidence of insurability. You may increase coverage during future annual enrollments or during the year if you experience a qualifying status change. You can even continue employee and dependent policies if you leave U.S. Bank, with certain restrictions.

**FT RPT PT Business Travel Accidental (BTA) death and dismemberment insurance**

You are protected by BTA insurance at no cost to you. It provides a benefit if you die or sustain certain injuries at work or while traveling on U.S. Bank business.

**FT RPT Accidental Death and Dismemberment (AD&D) insurance**

Select coverage for yourself or you and your family in multiple coverage levels for protection in the event of accidental death and certain accidental injuries and conditions.



**A helping hand anytime, anywhere**

No issue is too big and no question is too small for LifeWorks. Get practical information, resources, tools and support that can assist with all of life's challenges – personal and professional, financial, legal, health, family, relationships and more. From research and general support to coaching, counseling and critical assistance in a crisis, you can count on confidential 24/7 assistance from LifeWorks.

**Support from employees for employees**

Funded by employee donations, our Employee Assistance Fund provides one-time grants to help employees experiencing financial hardship due to unexpected events, like destructive fires or storms, illness or death of a family member or military deployment.

**Time away when it matters most**

In addition to vacation time and disability, parental and sick leaves, you may have access to other time away – including funeral and bereavement time, family medical leave and personal leaves – to care for your personal priorities.

# Support for your life outside of work



Work is just one part of your life. Relax, recharge and connect with your friends, family and community with paid time off.

## **FT** **RPT** **Vacation**

Your paid vacation is based on your scheduled hours, years of service and job grade. Vacation during your first year of service is prorated based on your start date and you will begin earning vacation at the rate of 1/12 of the annual total on the first of the month following three full months at the company.

Years of service	Grades 4-9	Grades 10-13	Grades 14+
1-4	2 weeks	3 weeks	4 weeks
5-9	3 weeks	3 weeks	4 weeks
10-14	3 weeks	4 weeks	4 weeks
15-24	4 weeks	4 weeks	4 weeks
25+	5 weeks	5 weeks	5 weeks

## **FT** **RPT** **Purchased vacation**

Each annual enrollment, you may purchase up to one week of additional vacation in one-hour increments, not to exceed your scheduled weekly hours.

## **FT** **RPT** **Paid holidays**

U.S. Bank recognizes 11 holidays and provides eligible employees one My Holiday per calendar year. Use your My Holiday to recognize or celebrate a day of significance to you. New employees are immediately eligible for holiday pay, a My Holiday and floating holidays.

## **Empowering you in your community**

We believe in making our communities the best places to live, work and play. That's why we encourage you to take up to 16 hours of paid time off with Volunteer Days. We also have programs to match your charitable contributions and personal volunteer time with a monetary match.

*This document provides highlights of various U.S. Bank employee benefits, programs and policies. See official plan/program documents for qualifications, limitations and details. In all cases, the official plan/program documents govern.*