

Benefits to support the total you



The wellbeing 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 2020.

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Enhancements for 2020: Did you participate in U.S. Bank benefits in 2019? Here are highlights of the changes for 2020:

- We're covering cost increases of your medical and dental programs; these would have been 7% for medical and 3% for dental.
- 100% coverage for behavioral and mental health office visits once you reach your deductible. This applies for both network and non-network providers, giving you greater access to more affordable care.
- Enhanced dental coverage and additional flexibility.
- Pharmacy coverage that's integrated with your medical coverage. This will make it simpler and more convenient to manage your total healthcare experience.



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 future financial wellbeing



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.

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 during the year. You'll also receive an annual interest credit on your account balance. Once fully vested after three years of service, take your benefit with you if you leave U.S. Bank or receive a benefit from the plan when you retire.

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 11](#) to learn more.

Tools to help navigate your financial journey

Access your savings and retirement accounts, project your future retirement income, get investment help, assess your financial health and more with our Your Total Rewards site. With this one-stop resource, you also can see your total compensation statement and explore information about all the benefits and programs that comprise your total rewards.

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:

- Increases in premiums are paid for this year by U.S. Bank
- 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)
Deductible	Medical: \$500/person; \$1,000/family Pharmacy: Deductible waived	Combined medical/pharmacy: \$3,000/person; \$5,000/family
Preventive medical/pharmacy	\$0 - deductible waived	
Office visit charge <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)
Virtual visit	\$0 - deductible waived	30% after deductible
Emergency room	\$250 - deductible waived	30% after deductible
Other covered medical services	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)
Retail pharmacy (30-day)	20%-45%; deductible waived	20%-45% after deductible
Home delivery pharmacy (90-day)	\$25 copay-45%; deductible waived	\$25 copay-45% after deductible
Out-of-pocket maximum (combined medical/pharmacy)	\$2,000/person \$4,000/family	\$5,000/person \$10,000/family
HSA contribution from U.S. Bank	Not eligible	If you only cover yourself: \$500 All other coverage levels: \$1,000
Cost of coverage per biweekly pay period	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 for details.

Specialized support to meet your personal needs

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

- **2nd.MD** empowers you to confidentially speak to an independent specialist 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 wellbeing

In addition to the wellness components of our medical plans, we support your total wellbeing 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 wellbeing. 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 in-person 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

- **24/7 nurse line** — Seek answers to your medical questions or determine the best level of care when enrolled in a UnitedHealthcare plan.
- **Virtual visits** — Get free or low-cost care 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, estimate costs, manage your claims, access your HSA, order prescriptions and more. When you're in a UnitedHealthcare medical plan, this one-stop resource integrates all your medical, pharmacy, wellness and HSA information, resources and transactions.

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

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

	Basic	Premium
Deductible (per calendar year)		
Preventive and diagnostic services	\$0	\$0
Basic and major services	\$50/person, \$100/family	\$50/person, \$100/family
Orthodontia	\$0	\$0
Coverage		
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.		
Premiums per biweekly pay period		
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 – \$11.31 You + spouse – \$22.58 You + child(ren) – \$24.19 You + family – \$38.54	You only – \$30.31 You + spouse – \$60.35 You + child(ren) – \$65.96 You + family – \$104.23

FT RPT Vision

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
Standard plastic lenses with polycarbonate and anti-reflective coatings (other lens options available for additional cost)	
Single vision, bifocal, or trifocal	\$10 copay
Standard progressive	\$75 copay
Premium progressive	Varies by type of lens from \$95 to \$120 copay, or \$75 copay up to \$120 retail value plus 80% of balance over \$120
Contact lenses (both eyes)	
Conventional	\$0 for lenses up to \$150 retail value; 85% of balance over \$150
Disposable (up to \$150 retail value)	\$0 for lenses up to \$150 retail value; 100% of balance over \$150
Medically necessary	\$0 (paid in full by plan)
Lasik surgery from US Laser Network	85% of regular retail price; 95% of promotional price

FT RPT Hearing

Get diagnostic hearing exams and hearing aids through Epic's national network of audiologists and ear, nose and throat specialists. (This coverage is more extensive than the discounts provided under the vision plan.) You pay from \$0.38 to \$.92 per pay period depending on the family members you cover. Routine hearing exams are not provided under this plan; they're covered under our medical plans.

In-network benefit	Frequency	Your in-network cost/ discount
Diagnostic exam	Adults: Once every 24 months Children: Once every 12 months	\$0
Hearing aids	Adults: Once every 60 months Children: Once every 24 months	\$500 off per ear; includes three-year warranty and one-year battery supply

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 6](#))
- 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.

FT

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 and services
- Tuition reimbursement
- 50% reimbursement of already discounted WW (formerly Weight Watchers) membership fees
- Discounts through Abenity on gym memberships, hotels, restaurants, movie theaters, retailers, florists, car dealers, national attractions, concerts, events and more.



Support for your most difficult times



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 eight 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.

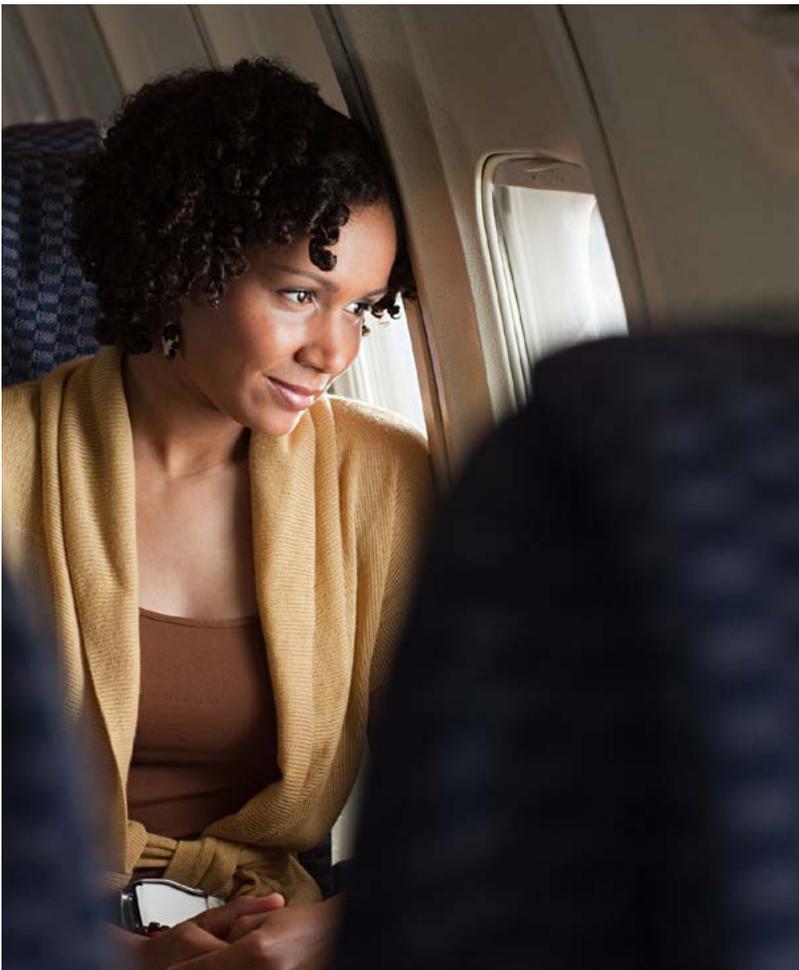
Dependent term life policies are available, too. For your spouse or domestic partner, choose up to \$100,000. At your initial enrollment, up to \$50,000 is available without evidence of insurability. At subsequent annual enrollments, evidence of insurability is required for new or increased coverage. 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. It generally ranges from two to four weeks per year as a new employee. You begin earning vacation the first of the month following three full months at the company (e.g., if you start on Jan. 18, you begin earning vacation on May 1).

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.

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. And through our Dollars for Doing program, we monetarily match the time you volunteer outside of your scheduled work hours. We also match your charitable contributions up to \$1,000 each year.

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.