

Overview of Benefits for BMO Employees

For supplemental eligibility details, see Notes below	Country (eligibility indicated where applicable)	
	Canada	U.S.
Benefit Plans		
A flexible cost-shared benefit plan for eligible employees that offers a variety of comprehensive options for medical (including vision care, prescription drugs and mental health coverage), dental, disability, life and accident insurance.	•	•
24/7 virtual consultation services that help our benefit-eligible employees and family members find appropriate specialists and support for their physical and mental healthcare needs.	•	•
Spending Accounts that allow employees to use BMO-provided flex dollars to pay for health expenses not otherwise covered by the benefits plan, fitness programs/equipment, Indigenous/Traditional healing expenses, and various types of counseling and preventive items for themselves and eligible family members.	•	
Spending Accounts (including a Health Savings Account that is bank-subsidized) that allow employees to pay for health-related items and programs for themselves and eligible family members, including medical reimbursement and dependent care.		•
Paid vacation based on job level and length of service.	•	•
Employee discounts on gym memberships, events, attractions, products, and services.	•	•
Employee share ownership plan. In Canada, BMO matches 50% on the first 6% of employee contributions, up to \$2,250 per year. In the US, employee contributions are used to purchase shares at 90% of the closing market price on the last business day of each quarter. BMO contributes the 10% difference between employee cost for the shares and their actual market price.	•	•
Subject to approval, tuition reimbursement. 100% of tuition costs reimbursed up to \$5,000 for undergraduate courses, 80% of tuition costs reimbursed for graduate-level and EMBA programs up to \$8,000.	•	•
Employee (and Family) Support Programs		
Wellness program includes access to online news items, articles, videos and key resources as well as fitness apps, regular webinars and information sessions to support all aspects of wellness: mental, physical, social and financial.	•	•
Back-up childcare and adult/elder care via external provider paid for by BMO to help employees in unexpected circumstances or meet temporary needs (taxable benefit to employees)	•	•
Employee Assistance Program offers 24/7 confidential third-party counseling and community referral service to help with a wide range of life events.	•	•
Critical Incident Support ensures our employees have immediate access to professional care to help deal with potentially traumatic events such as exposure to workplace accidents, robberies, natural disasters, or the death of a colleague.	•	•
Financial support for employees growing their families through fertility procedures, surrogacy or adoption, in addition to providing time off and top-up payments for all new parents.	•	•
Employee banking benefits through our Best of BMO program. Benefit-eligible employees and retirees receive preferred rates and discounts on a wide range of products and services to meet everyday banking, credit, and investment needs.	•	•
Retirement Programs		
Lifetime retiree medical, dental and insurance benefits subsidized by BMO. (Subject to eligibility requirements such as service and age criteria)	•	
A market-competitive defined contribution (DC) pension plan where employees and BMO contribute each year to a Registered Pension Plan (RPP) account to use towards retirement income.	•	
A 401(k)-retirement plan with a fixed BMO contribution of 2% of pay plus a BMO match of up to 5% of pay on employee contributions. Employees can contribute from 1% to 75% of eligible pay, subject to IRS annual limits.		•

Notes:

- Fewer than 4% of BMO employees reside outside of Canada and the U.S. BMO also provides competitive benefit plans in those jurisdictions.
- All part-time and full-time permanent employees are eligible for the plans listed above. In Canada: Part-time employees must be regularly scheduled to work at least the equivalent of one day per week to be eligible. All employees must have 6 months' continuous employment to be eligible for the DC pension plan and the Employee Share Ownership Plan.