

RETIREMENT & BENEFIT PLAN SERVICES

## Supporting you and the CARES Act provisions

On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) was signed into law. This message provides details about how we will support the provisions, including automatically amending the plan prototype document. Since we will be automatically amending your plan's prototype document, no further action is needed on your part to enact the provisions of the CARES Act.

**A few things to note about the key provisions:**

**New distribution type: Coronavirus Related Distribution (CRDs) from 401(k)s – Effective April 6, 2020**

- CRDs have a maximum of \$100,000 per individual across all eligible employer plans and IRAs.
- An eligible participant must take a CRD before a hardship distribution can be taken (if available).
- CRDs are available through December 31, 2020.

**Required minimum distributions (RMDs) for 2020 are waived – Effective immediately**

- 2019 RMDs not yet distributed, are also waived.
- RMDs that have already been taken in 2020 may be rolled over.
- We will not issue RMDs in 2020; should a participant wish to take an RMD, they can do so by reaching out to our contact center.

**Coronavirus related loan provisions – Pending further review**

We are finalizing the process to support the loan provisions and will communicate additional information regarding the timing of the availability to your plan within the next few days.

- Increase in maximum loan limit for coronavirus related loans to the lesser of \$100,000 or 100% of the eligible participant's vested balance; effective for 180 days from March 27, 2020.
- For eligible participants, loan repayment for existing loans and new loans can be

delayed for up to one year for loans with a repayment due from March 27, 2020 to December 31, 2020.

#### Take advantage of and promote online access

We encourage you to remind your employees to use Benefits OnLine® (BOL) at [benefits.ml.com](https://benefits.ml.com) and the app for 24/7 account access and educational resources. We plan on offering online transactional functionality for CRDs on BOL (full website and app) on or after April 20, 2020. If a plan participant needs to make a CRD request sooner, they may call the contact center starting April 6, 2020 to request manual processing.

Please let me know if you have any questions and how our team can assist you and your employees.

---

#### For Plan Sponsor and Consultant Use Only.

**Bank of America, Merrill, their affiliates, and financial advisors do not provide legal, tax, or accounting advice. You should consult your legal and/or tax advisors before making any financial decisions.**

Bank of America is a marketing name for the Retirement Services business of Bank of America Corporation ("BofA Corp."). Banking activities may be performed by wholly owned banking affiliates of BofA Corp., including Bank of America, N.A., Member FDIC. Brokerage and investment advisory services are provided by wholly owned non-bank affiliates of BofA Corp., including Merrill Lynch, Pierce, Fenner & Smith Incorporated (also referred to as "MLPF&S" or "Merrill"), a dually registered broker-dealer and investment adviser and Member [SIPC](#).

Investment products:

<b>Are Not FDIC Insured</b>	<b>Are Not Bank Guaranteed</b>	<b>May Lose Value</b>
-----------------------------	--------------------------------	-----------------------

MLPF&S makes available certain investment products sponsored, managed, distributed or provided by companies that are affiliates of BofA Corp.

©2020 Bank of America Corporation. All rights reserved. | 3026376



Receiving this document electronically reduces greenhouse gas emissions from waste paper in our landfills. To learn about Bank of America's environmental goals and initiatives, go to [bankofamerica.com/environment](https://bankofamerica.com/environment). Leaf icon is a registered trademark of Bank of America Corporation.