



\$22 in 2022

We've increased our U.S. minimum hourly wage to \$22 on the way to \$25 by 2025.

Since 2017, Bank of America has raised the minimum rate of pay for all U.S. employees by more than 46%, bringing it to an annual rate of more than \$45,000 for full-time employees. It's part of our commitment to being a great place to work and one way we help employees build a career with us. We're also encouraging job growth and providing economic security for thousands of individuals who are supporting fellow teammates, our clients and the local communities where we live and work.

Offering competitive pay and benefits to support our employees and their families is critical to attracting and retaining the best talent. We'll keep leading the way and doing more.



When you have a strong team, you want to take care of them the best way you can. Raising the minimum rate of pay is just one way for us to show that we care and value everyone's commitment.

A handwritten signature in black ink that reads "David".

David Bader
President, Bank of America Austin

What would you like the power to do?[®]

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