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# Your 5-step guide to retiring from Wells Fargo

[START HERE](#)

## Congratulations on your upcoming retirement!

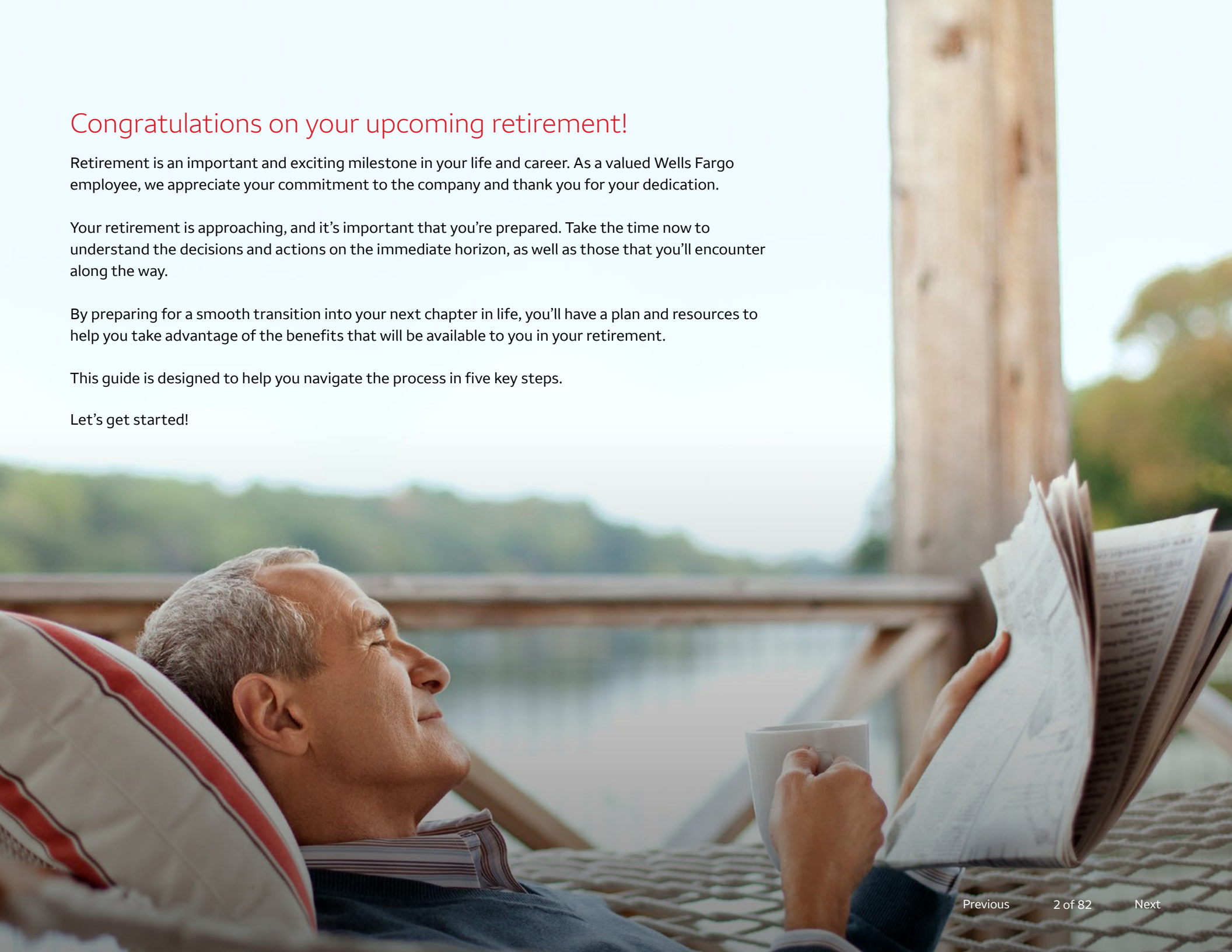
Retirement is an important and exciting milestone in your life and career. As a valued Wells Fargo employee, we appreciate your commitment to the company and thank you for your dedication.

Your retirement is approaching, and it's important that you're prepared. Take the time now to understand the decisions and actions on the immediate horizon, as well as those that you'll encounter along the way.

By preparing for a smooth transition into your next chapter in life, you'll have a plan and resources to help you take advantage of the benefits that will be available to you in your retirement.

This guide is designed to help you navigate the process in five key steps.

Let's get started!



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## Countdown to your retirement

Below is a high-level timeline to help you understand general timeframes and things you'll want to begin thinking about as you approach your retirement. As you move through the five steps within this guide, you'll learn more about each of these items and understand how to take action.

### Six months before retirement

- Start planning.
- Choose a retirement date.
- Confirm retiree health care eligibility.
- Confirm Cash Balance Plan eligibility and model payment options.
- Consider your 401(k) Plan withdrawal timing and options.
- Learn about Social Security benefits.
- Start learning about Medicare.
- If you participate in an incentive plan, talk to your manager about your eligibility for awards under the plan you participate in.

### One month before retirement

- Make your retiree health care elections.
- Make Cash Balance Plan elections and return any required forms.
- Cancel your Commuter Benefit Program election.

GET READY

YOUR RETIREMENT DATE

### Three months before retirement

- Discuss your retirement date with your manager.
- Update your personal information and beneficiary designations.
- Begin enrollment in Medicare (if eligible).
- Contact the Wells Fargo Retirement Service Center to request a retiree health care enrollment kit or make an enrollment appointment with Via Benefits™ (if eligible).
- Start the process to receive your Cash Balance Plan benefit (if eligible) if you want to begin receiving the benefit the month after your retirement.

### Your last day of employment

Active employee coverage ends for the following benefit plans:

- Disability insurance (short- and long-term)
- Business Travel Accident insurance (BTA)
- Tuition reimbursement
- Adoption reimbursement
- Day Care Flexible Spending Account (FSA)
- Backup care (adult and child)

**The last day of the month in which your last day of employment takes place**

Active employee coverage ends for the following benefit plans (some of which you may elect to continue in retirement):

- Medical
- Dental
- Vision
- Health Care Flexible Spending Accounts (FSA)
- Health Savings Account (HSA)
- Life insurance
- Accidental Death and Dismemberment (AD&D)
- Legal Services Plan
- Health Reimbursement Account (HRA)
- LifeCare® (resource and referral program)
- Critical Illness Insurance (basic and optional)
- Optional Accident Insurance

**One to two months after retirement**

- Elect COBRA continuation coverage, if needed.
- Take a distribution from the Stock Purchase Plan.
- File Health Care Flexible Spending Account claims for reimbursement.

YOUR RETIREMENT DATE

ENJOY!

**Your retirement date**

(the day after your last day of employment)

- You can request a withdrawal from the 401(k) Plan on or after this date.

**Within one month after retirement**

- Decide whether to continue life insurance, AD&D, and Legal Services Plan coverage in retirement.
- Begin receiving your Cash Balance Plan benefit (if you elected to receive your benefit the first of the month after your retirement).

**Enjoy your retirement.**

Use the contact information in the [Support Available Along the Way](#) section of this guide to make sure that your contact information and beneficiary designations are up to date throughout your retirement.

## Step 1

# Get ready to retire

**The first step in your retirement process includes choosing the date you plan to retire.** Now that you've decided you're ready to retire, it's time to consult the calendar and choose a retirement date. When choosing a date, make sure that you allow yourself adequate time to prepare. Generally, there are actions you'll want to begin taking about 90 days in advance of your retirement date.

**What's my retirement date?**

Your retirement date is always the day after your last day of employment. For example, if your last day of employment is March 5, your retirement date is March 6 — even if March 6 is a weekend or a holiday.



Keep in mind that there are no specific requirements you must meet to retire or end your employment with Wells Fargo. However, there are various eligibility requirements for certain benefits and compensation plans, which you'll want to consider as you're selecting a retirement date.

### You may be eligible for...

#### Retiree health care:

Access to retiree health care coverage under the Wells Fargo & Company Retiree Plan. This includes Wells Fargo-sponsored retiree medical plans (and dental plan if you are under age 65).

A limited number of employees are also eligible for a subsidy toward the cost of Wells Fargo-sponsored retiree medical coverage.

If you are eligible for Medicare but you are not eligible to receive a subsidy toward the cost of Wells Fargo-sponsored retiree medical coverage, you will be able to enroll in individual Medicare-eligible medical coverage through a voluntary Medicare coordinator service called Via Benefits™ rather than coverage under a Wells Fargo-sponsored Medicare Advantage plan.

See [Step 3: Decide Upon Health Care Coverage in Retirement](#) for more details.

### If you meet these eligibility requirements...

In a regular or fixed term (full-time or part-time) employment classification on your last day of employment and meet one of the following:

- Age 55 with at least 10 completed years of service,
- Age 65 with at least one completed year of service,
- 80 points (based on age + completed years of service), or
- If you were:
  - In a benefits-eligible position and on Wachovia's payroll as of December 31, 2009, and your age plus full years of service equaled 50 or greater as of January 1, 2010, and
  - On your last day of employment with Wells Fargo you are at least age 50 with 10 or more full years of service.

Generally, if you terminated employment and were rehired within six months of your termination, your prior service counts in calculating the eligibility above.

Your completed years of service are measured from your corporate hire date or adjusted service date, whichever is earlier. Partial years are not included.

If you are initially retiring from a flexible position with Wells Fargo, you are not eligible to participate in the Wells Fargo & Company Retiree Plan. You may, however, elect COBRA coverage under the plan.

### You may be eligible for...

#### **Bonus, Commission, and other Short-Term Incentive Plan awards: Discretionary plans (including Wells Fargo Bonus Plan)**

You may be eligible to receive an incentive payment. Proration may apply if you were not actively employed for the full year. Reference your plan document and review your plan terms with your manager to confirm your award eligibility.

#### **Nondiscretionary plans (commission, production, and other functional plans)**

If you participate in a nondiscretionary plan, reference your plan document and review your plan terms with your manager to confirm your incentive eligibility.

See [Step 2: Set Up Your Retirement Income](#) for more details.

#### **Wells Fargo employee financial discounts:**

If you meet one of the eligibility requirements, you may continue to be eligible for some Wells Fargo employee financial discounts that you received as an active employee, including:

- One Wells Fargo Team Member<sup>SM</sup> Checking account
- One Wells Fargo Platinum Savings account with no monthly service fee
- Discounted safe deposit box rent
- Wells Fargo Employee Home Mortgage Program for reduced mortgage interest rates and closing cost credits

See [Step 5: Enjoy Your Retirement](#) for more details.

### If you meet these eligibility requirements...

In a regular or fixed term (full-time or part-time) employment classification on your last day of employment and meet one of the following:

- Age 55 with at least 10 completed years of service,
- Age 65 with at least one completed year of service, or
- 80 points (based on age + completed years of service)

Generally, if you terminated employment and were rehired within six months of your termination, your prior service counts in calculating the eligibility above.

Your completed years of service are measured from your corporate hire date or adjusted service date, whichever is earlier. Partial years are not included.

#### **Wells Fargo & Company 401(k) Plan and Wells Fargo & Company Cash Balance Plan:**

In general, the Wells Fargo & Company 401(k) Plan (“401(k) Plan”) and the Wells Fargo & Company Cash Balance Plan (“Cash Balance Plan”) do not have specific eligibility requirements you must meet to take a withdrawal following your last day of employment. However, it’s important to note that the IRS may impose an early withdrawal tax of 10% on some forms of withdrawals if they’re taken before you turn age 59½ unless an exception applies.



### You may be eligible for...

#### **Wells Fargo & Company Long-Term Incentive Compensation Plan (LTICP):**

If you have RSR award(s) granted during the annual Focal Review process, generally following each vesting date while the award is in place, shares of Wells Fargo & Company common stock will be issued in your name (net of required tax withholdings) approximately three business days after the vesting date into your shareholder account. Refer to your award agreement(s) for details regarding vesting of your outstanding award(s) upon retirement.

See [Step 2: Set Up Your Retirement Income](#) for more details.

#### **Wells Fargo & Company Long-Term Cash Award Plan (LTCAP):**

If you meet one of the retirement eligibility requirements on your retirement date, your awards will continue to vest based on their original vesting schedule following your last day of employment. Annual awards are generally paid out in April following the March vesting date. Please refer to your LTCAP award agreement(s) for details regarding vesting of your award(s) upon retirement.

See [Step 2: Set Up Your Retirement Income](#) for more details.

### If you meet these eligibility requirements...

On your retirement date you must meet one of the following:

- Age 55 with at least 10 completed years of service,
- Age 65, or
- 80 points (based on age + completed years of service)

If you had a break in service (i.e., you terminated employment with Wells Fargo or a prior company that was acquired by Wells Fargo and were rehired by Wells Fargo), prior full years of service, as documented in the Human Capital Management System (HCMS), are credited, regardless of the length of separation. However, in some cases prior service is not documented in the HCMS and, as a result, will not be included in the retirement calculation under the LTICP. If you have years of service in a prior company that was acquired by Wells Fargo, typically those details are reflected in the HR system. However, if you were not employed on the merger date, prior years of service may not be counted for the purposes of this retirement calculation.

Please note, retirement treatment of any grant is ultimately governed by the terms and conditions of the Wells Fargo & Company Long-Term Incentive Plan and the applicable grant agreement. Please review these materials, which are located in your account at Computershare, to understand your individualized treatment. Restricted stock awards are issued under the Wells Fargo & Company Long-Term Incentive Plan rules and regulations. Previous or other plan rules are not applicable to restricted stock awards.



**Once you have a retirement date in mind**, talk to your manager about your expected retirement date. Try to provide as much notice as possible. Let your manager know about any Paid Time Off (PTO) you have planned before your last day of employment.

If you have any accrued, unused PTO available on your last day of employment, it will be paid out to you as part of your final pay. Personal holidays, floating holidays, and community service time must be used before your last day worked and will not be paid out if unused. If you're unsure how much PTO you have available, review your balance in the Absence application on Workday.

## Verify and update your personal information and beneficiary designations

### Update personal information

It's important that Wells Fargo has your correct contact information on file so that you receive all of the necessary correspondence once you retire. Confirm your home address and other personal contact information, like personal cell phone number and email address, from your Profile on Workday and select Contact.

### Verify and designate beneficiaries

Often, people designate beneficiaries when they initially enroll in a benefit plan and don't update them as their personal circumstances change. Now is an important time to review your existing beneficiary designations for the benefit plans on the next page that you participate in and make sure that they still meet your needs. Keep in mind your beneficiary designations are maintained separately for each plan, so you'll need to update your beneficiary designations separately for each of the plans in which you participate.

For more information on how to designate a beneficiary for each plan you participate in, visit the beneficiary designations page on the HR Services & Support site. Have your intended beneficiary's date of birth and Social Security number on hand when you verify your beneficiary information or make updates.

#### Did you know?

If you are married, the law requires that your spouse be designated as your primary beneficiary for the 401(k) Plan and the Cash Balance Plan. If you want to designate someone other than your spouse, your spouse must consent to the designation in writing.

## Updating beneficiary information

### What you're eligible for

### Over the phone

### Online

#### 401(k) Plan and Supplemental 401(k) Plan

1-877-HRWELLS (1-877-479-3557), option 1, 1, 1 (relay service calls accepted)  
Monday through Friday, 7:00 a.m. to 9:00 p.m. Central Time and Saturdays from 8:00 a.m. to 4:30 p.m. Central Time

**From work:** On HR Services & Support, go to HR Tools, and under Benefits select 401(k) Plan. Once signed on, go to Account at the top of the page, click on Overview, then Beneficiaries.

**From home:** Go to [my401kplan.wf.com](http://my401kplan.wf.com), select Account at the top of the page, click on Overview, and then Beneficiaries.

#### Cash Balance Plan and Supplemental Cash Balance Plan

1-877-HRWELLS (1-877-479-3557), option 1, 1, 2 (relay service calls accepted)  
Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time

**From work:** On HR Services & Support, go to HR Tools, and under Benefits select Cash Balance Plan. Once signed on, select My Beneficiaries.

**From home:** Sign on to [benefitconnect.wf.ehr.com/ess](http://benefitconnect.wf.ehr.com/ess)<sup>1</sup> and select My Beneficiaries.

#### Health Savings Account (HSA)

1-844-326-7967  
(relay service calls accepted)  
24 hours a day, 7 days a week

**From work:** On HR Services & Support, go to HR Tools, and under Benefits select Optum Bank. Once signed on, go to Settings, then Beneficiaries.

**From home:** Go to [teamworks.wellsfargo.com](http://teamworks.wellsfargo.com) and click **Health Savings Account (Optum Bank)**. Once signed on, go to Settings, then Beneficiaries.

#### Life Insurance and Accidental Death and Dismemberment (AD&D)

Online only

**From work:** From your Profile on Workday, select Benefits and then My Beneficiaries to view your designations.

**From home:** Go to [teamworks.wellsfargo.com](http://teamworks.wellsfargo.com) and select Your Benefits Tool. Once signed on, select Beneficiary Designation.

#### Long-Term Cash Award Plan (LTCAP) and other deferred compensation plans

Online only

**From work:** On HR Services & Support, go to HR Tools, in the Search tool type Executive Compensation.

**From home:** Go to the SkyComp website at [bfp-skycomp.com/wf](http://bfp-skycomp.com/wf)<sup>1</sup> and select Beneficiaries under Plan Options.

#### Long-Term Incentive Compensation Plan (LTICP)

Online only

**From work:** On HR Services & Support, go to HR Tools, in the Search tool type About LTICP.

**From home:** Go to [teamworks.wellsfargo.com](http://teamworks.wellsfargo.com) and click **Log-In Help** under Long-Term Incentive Compensation Plan. Choose Plan 85 Beneficiary Form (PDF) under Plan Resources.

You must contact a representative by phone to review your existing beneficiary designations.

## Cancel your Commuter Benefit Program election

If you're enrolled in the Commuter Benefit Program, you must cancel your Commuter Benefit Program election by the 10th day of the last month for which you need coverage. For example, if you cancel your Commuter Benefit Program election by March 10, your coverage will end on March 31.

For New York's Long Island Rail Road or Metro-North Railroad, you must cancel your Commuter Benefit Program election by the fourth day of the last month for which you need coverage. For example, if you cancel your commuter benefit election by March 4, your coverage will end on March 31.

### To cancel your Commuter Benefit Program election:

#### Online:

- From work: On HR Services & Support, go to HR Tools, and under Benefits select HealthEquity.
- From home: Go to [participant.wageworks.com](https://participant.wageworks.com).

#### Over the phone:

Contact HealthEquity at 1-877-924-3967. Representatives are available 24 hours a day, 7 days a week, excluding some holidays. Relay service calls are accepted.

### Commuter card balances

- Transit or Vanpool: If you have a balance on your HealthEquity Commuter Card for transit or vanpool at the time of your retirement, the funds will be available for 90 days after your last day of employment. On the 91st day, the unused funds will be forfeited.
- Parking: Your HealthEquity Commuter Card for parking will be deactivated on your retirement date and any unused funds will be forfeited.



### Reimbursement for payments made directly to your parking vendor

You may continue to submit receipts for eligible expenses that were incurred before your retirement date until your available account balance is zero or within six months of when the expenses were incurred — whichever occurs first. Any remaining balance after that time will be forfeited.

#### Requesting a reimbursement after your last day of employment:

- Go to [participant.wageworks.com](https://participant.wageworks.com).
- Select the Parking option on the left side of the page.
- Click **Reimburse Me** at the top of the page.
- Select **Submit Claim** and follow the instructions.
- Submit your receipt or invoice as soon as possible.

You cannot submit your claim for reimbursement before the first of the month for which the payment is made. For example, if your parking expense is for the month of March, you may submit your request for reimbursement beginning March 1. To receive your reimbursement within the month, you must submit your reimbursement request and receipts by 5:00 p.m. Central Time on the fourth business day of the month. Claims received after the fourth business day of the month will be reimbursed in the following month.





## Step 2

# Set up your retirement income

Now it's time to think about your sources of income in retirement and how to access them. You have some important decisions to make about your retirement savings, when you want to receive it, and how to make it work for you. To support your financial needs for the duration of your retirement, your retirement income may be generated from several sources including retirement plans like the 401(k) Plan, the Cash Balance Plan, other personal savings such as Individual Retirement Accounts (IRAs), and Social Security retirement benefits.

This section of the guide provides information about Wells Fargo-sponsored plans, as well as some general information about Social Security. It is important to note that some plans require action on your part at the time of your retirement or after you are retired. Others don't require action, but there are some things you'll want to be aware of.



## ! Your action required

- Wells Fargo & Company 401(k) Plan
- Wells Fargo & Company Cash Balance Plan
- Wells Fargo & Company Stock Purchase Plan
- Social Security

## No action required, for your information only

- Short-Term Awards under Incentive Compensation Plans
- Wells Fargo & Company Long-Term Incentive Compensation Plan (Restricted Share Rights)

## Other sources of retirement income (applicable to a limited population)

- Wells Fargo & Company Deferred Compensation Plan
- Wells Fargo & Company Long-Term Cash Award Plan
- Wells Fargo & Company Supplemental 401(k) Plan
- Wells Fargo & Company Supplemental Cash Balance Plan
- Other executive compensation plans



## Wells Fargo & Company 401(k) Plan

If you have a balance in the 401(k) Plan, you'll need to decide what you want to do with your account balance upon retirement. This section provides general information about your options and the resources available to support you.

Following your last day of employment, you'll receive a brochure in the mail from Empower Retirement, which will provide information about your 401(k) Plan withdrawal options. You can also access the 401(k) Plan Summary Plan Description (SPD) for important information about the 401(k) Plan, including withdrawal options in retirement. Review these materials anytime on the Wells Fargo 401(k) Plan website and talk to a tax or financial advisor before taking a withdrawal from the 401(k) Plan. To access the 401(k) Plan SPD, go to HR Services & Support, select HR Tools, and under Benefits choose 401(k) Plan or go to [my401kplan.wf.com](https://my401kplan.wf.com).

### Check your 401(k) Plan account balance

- From work: On HR Services & Support, go to HR Tools, and under Benefits select 401(k) Plan.
- From home: Go to [my401kplan.wf.com](https://my401kplan.wf.com). For first-time access:
  - Sign on and select Register.
  - Choose the “I do not have a PIN” tab.
  - Follow the prompts to create a username and password
- Download and use the Empower Retirement app, available on both IOS™ and Android™ devices<sup>1</sup>.

### Is any of your 401(k) Plan invested in Wells Fargo & Company common stock?

If you are taking a withdrawal from the 401(k) Plan, you'll need to determine whether you want to receive the stock as a cash payment or “in kind.”

- Withdrawn as cash means the Wells Fargo stock is sold and paid in cash.
- Withdrawn “in kind” means the Wells Fargo stock is transferred as shares and not sold.

If any of your 401(k) Plan account balance is invested in the Wells Fargo ESOP Fund, then you have Wells Fargo & Company common stock.

If you are planning a direct rollover to an IRA, a brokerage account, or another employer's qualified plan, before initiating your withdrawal, make sure that the rollover institution will accept an in-kind transfer of stock.

If you don't make an election, the withdrawal will automatically be made in cash.

<sup>1</sup>. iOS is a registered trademark of Cisco in the U.S. and other countries and is used under license. Android, Google Play, and the Google Play logo are trademarks of Google LLC.

### Your options

When you take money out of the 401(k) Plan, it's called taking a withdrawal.

If your vested account balance is greater than \$1,000, you generally have three withdrawal options. In most cases, you may choose any combination of the options below to meet your individual needs.

Empower provides Retirement Readiness Reviews, which are consultative discussions with you about the development of, and progress towards, a retirement readiness strategy. During a Retirement Readiness Review, a representative will ask you to provide information about your retirement goals, assets, income sources, and similar information. The representative will provide feedback about a strategy for withdrawing your retirement savings through retirement, how claiming Social Security at different ages may impact your benefits, and similar information. Afterwards, you will receive a summary report of the discussion to refer to as needed. Retirement Readiness Reviews are available at no cost to you by calling 1-877-HRWELLS (1-877-479-3557), option 1, 1, 1, to speak with a retirement representative. All relay service calls are accepted, including 711.

### ! Your action required

#### OPTION 1

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##### Take it

- You can take all of your retirement savings as cash, payable to you.
- You may choose to receive it in a lump sum (paid to you all at one time), partial lump sum (paid to you in two or more partial payments), or in a series of installment payments for a time period or frequency that you elect.
- Keep in mind, the IRS may impose an early withdrawal tax of 10% if you select this option before you reach age 59½ unless an exception applies.

### ! Your action required

#### OPTION 2

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##### Roll it

- You can roll over your 401(k) Plan account to an Individual Retirement Account (IRA) or another employer's qualified retirement plan.

#### OPTION 3

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##### Leave it

- You can leave your retirement savings in the 401(k) Plan through retirement and receive retirement income from your 401(k) Plan account.
- Tax rules require you to begin taking withdrawals Minimum Distributions of your retirement savings by April 1 of the calendar year following your last day of employment or April 1 of the calendar year following the date you turn 72, whichever is later.

### How and when your 401(k) Plan withdrawal will be paid

Your withdrawal will generally be made in the form of a check mailed to your home address on record within five business days of the date you request the withdrawal. Wells Fargo stock withdrawn in the form of shares will be sent separately and could take some additional processing time. If you elect an in-kind stock payment that is not a direct rollover to an IRA or another employer's qualified retirement plan, your shares will be transferred as a book-entry statement. An Account Statement with instructions about how to sign on to your account and manage your shares will be mailed to your home address on record.

### If your vested account balance is \$1,000 or less

- If your vested 401(k) Plan account balance is \$1,000 or less at the time of your retirement, it will be automatically paid to you in cash in a single lump sum. You will receive the payment in the form of a check mailed to your home address on record approximately 60 days after your last day of employment. If you would like to receive the payment sooner, you may contact a retirement representative at **1-877-HRWELLS** (1-877-479-3557), option 1, 1, 1, after your last day of employment. All relay service calls are accepted, including 711.
- If you don't want to receive your 401(k) Plan account balance as cash, you must provide alternate instructions before the automatic withdrawal occurs. For example, if you want to roll your 401(k) Plan account balance into another qualified retirement plan or IRA, you must provide rollover instructions after your last day of employment, but before the end of the 60-day period. You can provide your rollover instructions by calling **1-877-HRWELLS** (1-877-479-3557), option 1, 1, 1, to speak with a retirement representative. Retirement representatives are available Monday through Friday, from 7:00 a.m. to 9:00 p.m. Central Time and Saturdays from 8:00 a.m. to 4:30 p.m. Central Time. All relay service calls are accepted, including 711.

#### Read the Special Tax Notice for important information

Go to [my401kplan.wf.com](http://my401kplan.wf.com). Choose Account, then Statements and Documents, and click on the link with 402F Notice in its title.

You may also contact 1-877-HRWELLS (1-877-479-3557), option 1, 1, 1, to have a copy mailed to you. All relay service calls are accepted, including 711.

### Requesting a withdrawal

If you're retiring, you probably have a lot on your mind. Empower Retirement has a team of retirement representatives who can help you understand your withdrawal options so that you can make informed decisions and create a retirement income strategy that meets your unique needs. To speak with an Empower retirement representative, call 1-855-562-5501. Retirement representatives are available Monday through Friday, from 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

While you can contact a retirement representative anytime to review your options, you can't initiate a withdrawal until after your last day of employment with Wells Fargo and its affiliates unless you are considered disabled, as defined by the 401(k) Plan. Refer to the 401(k) Plan SPD for the definition of disability under the 401(k) Plan.

You can initiate a 401(k) Plan withdrawal over the phone or online.

- **Over the phone:** Call **1-877-HRWELLS** (1-877-479-3557), option 1, 1, 1. Retirement representatives are available Monday through Friday, from 7:00 a.m. to 9:00 p.m. Central Time and Saturdays from 8:00 a.m. to 4:30 p.m. Central Time. All relay service calls are accepted, including 711.
- **Online:** From HR Services & Support, go to HR Tools, and under Benefits select 401(k) Plan, or go to [my401kplan.wf.com](https://my401kplan.wf.com). If this is the first time signing on to your 401(k) Plan account from [my401kplan.wf.com](https://my401kplan.wf.com), select Register, then select the "I do not have a PIN" tab, then create a username and password.

#### Did you know?

If your 401(k) Plan account is subject to qualified joint and survivor annuity rules and you are married, your spouse may have to consent to the withdrawal. You will receive forms about spousal consent at the time you request a withdrawal unless you elect to receive your withdrawal in the form of a qualified joint and survivor annuity.

### If you have an outstanding loan from the 401(k) Plan when you retire

If you have an outstanding loan from the 401(k) Plan when you retire, you have the following choices:

- Repay the loan in full by ACH, cashier's check, or money order. Your loan payment must be received by the 401(k) Plan trustee by the last business day of the calendar quarter following the calendar quarter in which your first missed payment occurs.
- Continue making payments by ACH, cashier's check, or money order.
- Request a final withdrawal of your 401(k) Plan account balance, with the promissory note distributed in kind. In other words, your total account balance (which includes the outstanding loan amount) will be reduced by the outstanding loan amount, and the promissory note will be canceled.

The loan payment deadline is the earlier of: (1) the date your final withdrawal from the 401(k) Plan is processed, or (2) the last business day of the quarter following the quarter in which your employment ends.

If you don't repay the loan in full or continue making regularly scheduled loan payments by the deadline, the balance, including interest accrued to the date of the default, will be automatically defaulted and the outstanding balance of your loan will be reported to the IRS as taxable income and may also be subject to the IRS early distribution tax of 10%. At the time you take a withdrawal from the 401(k) Plan, the defaulted amount will be subtracted from your 401(k) Plan balance.

Refer to the 401(k) Plan Loan Rules on the 401(k) Plan website for more information about your payment options, and the loan default process and tax implications.

### Continue to access your 401(k) Plan account after you retire

Once you retire, you can continue to access your account from [my401kplan.wf.com](https://my401kplan.wf.com) or speak with a retirement representative to obtain account information, update beneficiary information, reallocate your investments, request a withdrawal, or perform other transactions.

For more information, you can:

- Go to [my401kplan.wf.com](https://my401kplan.wf.com). For first time access, select Register. Choose the "I do not have a PIN" tab, and follow the prompts to create your username and password.
- Call **1-877-HRWELLS** (1-877-479-3557), option 1, 1, 1. Retirement representatives are available Monday through Friday, from 7:00 a.m. to 9:00 p.m. Central Time and Saturdays from 8:00 a.m. to 4:30 p.m. Central Time. All relay service calls are accepted, including 711.

### Employer contributions eligibility for your retirement year

To be eligible for the employer contributions to your 401(k) Plan account for a plan year, you must be employed in a 401(k) Plan-eligible position on Dec. 15, and have otherwise satisfied the eligibility requirements described in the 401(k) Plan Summary Plan Description. However, if you are age 65 or older at the time of your retirement and you meet the eligibility requirements for the Matching Contribution, Base Contribution, and Discretionary Contribution, you are not required to be employed on December 15 and will receive any employer contributions for which you qualify for the year of your retirement. The amount you receive will be based on your certified compensation paid to you while eligible during the plan year. Matching Contributions and Base Contributions are typically deposited at year-end, and the Discretionary Contributions are typically deposited in the first quarter following the end of the plan year for which the Discretionary Contribution is attributable.

### Don't forget

If you participated in a 401(k) plan or had a pension benefit with a former employer, contact the former employer to understand your options at retirement.



## Wells Fargo & Company Cash Balance Plan

The Cash Balance Plan is a pension plan that was available to eligible employees before July 1, 2009. Even though the Cash Balance Plan is now frozen, cash balance accounts continue to receive investment credits on a quarterly basis. If you were eligible to participate and have an existing benefit in the Cash Balance Plan, you'll want to think about how and when you want to initiate payment of your benefit when you retire.

This section provides general information about options available to you. You can also refer to the Cash Balance Plan Summary Plan Description (SPD) for additional details about eligibility and distribution options. To access the Cash Balance Plan SPD, go to HR Services & Support, click HR Tools, and under Benefits select Cash Balance Plan.

**Not sure if you have a Cash Balance account?**

Call the Wells Fargo Retirement Service Center at 1-877-HRWELLS (1-877-479-3557), option 1, 1, 2. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time.

## Your options

Receiving payment from the Cash Balance Plan is called taking a distribution. If your Cash Balance Plan benefit is greater than \$1,000 at the time of your retirement, you have three distribution options to consider:

### ! Your action required

#### OPTION 1

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##### Take it

When you decide to take a distribution, you can elect to receive payment from the Cash Balance Plan in one of the following ways:

- Life-only annuity — A life-only annuity pays you a monthly benefit for your lifetime. With a life-only annuity, payments cease when you are no longer living.
- Joint and 50%, 75%, or 100% survivor annuity — A joint and survivor annuity pays a monthly benefit for your lifetime. It also pays a survivor benefit to your joint annuitant, or beneficiary, if he or she is living at the time of your death. With a joint and survivor annuity, the amount of the monthly payment is generally less than it is in a life-only annuity because the payments are expected to extend over a longer period of time (i.e., over the joint life expectancy of you and your beneficiary).
- Ten-year certain and life annuity — A 10-year certain and life annuity pays a monthly benefit for your lifetime with a guarantee of at least 10 years of payments. If you die before you have received 10 years of payments, your named beneficiary will receive the same monthly benefit for the remainder of the 10-year period.
- Lump-sum distribution — A lump-sum distribution is a one-time payment of the entire amount due to you.

### ! Your action required

#### OPTION 2

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##### Roll it

- A lump-sum distribution from the Cash Balance Plan can be rolled over to an Individual Retirement Account (IRA) or another employer's qualified retirement plan.

#### OPTION 3

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##### Leave it

- You can leave your benefit in the Cash Balance Plan until April 1 of the calendar year following your last day of employment or April 1 of the calendar year following the date you turn 72, whichever is later.
- Your Cash Balance Plan account will continue to earn investment credits until you elect to receive a payment.

If you have Cash Balance Plan benefits that were earned under prior plans and merged into the Cash Balance Plan, you may have additional payment options available to you. You can review these payment options when you estimate your Cash Balance Plan distribution options. See the Estimating Your Payments section on the next page.

### Additional items to keep in mind

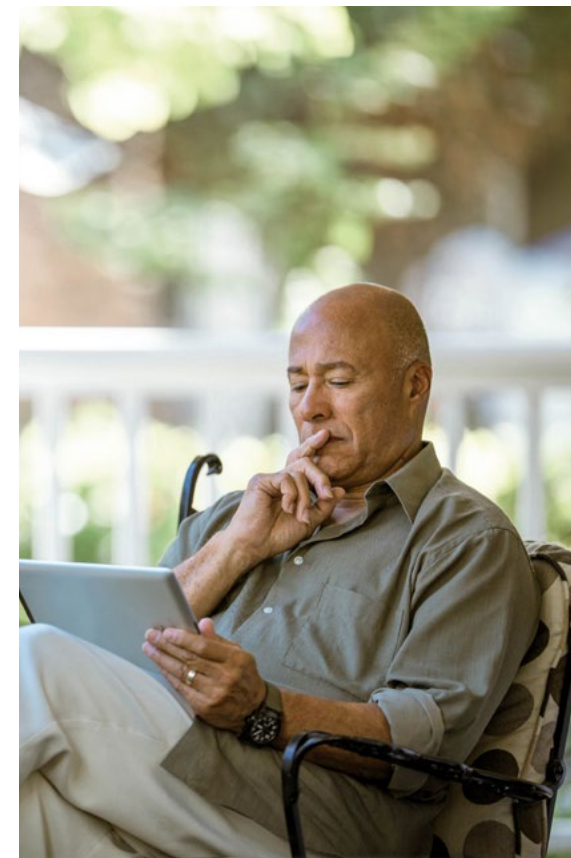
- If you take a lump-sum distribution before age 59½ and it is not rolled over to an IRA or another qualified retirement plan, your distribution may be subject to the IRS early distribution tax of 10%.
- If you are married at the time you decide to start receiving your Cash Balance Plan benefit, your benefit must be paid to you in the form of a 50% joint and survivor annuity unless you and your spouse consent, in writing, to another form of payment.
- After payments begin, your monthly annuity amount and the person you selected as your designated joint annuitant cannot be changed — even if you divorce, remarry, or the beneficiary dies.
- Cash Balance Plan benefits earned under prior plans that merged into the Cash Balance Plan or benefits earned before the conversion to a cash balance formula may be reduced according to your age at the time of distribution.

### Selecting a date to begin receiving your benefit

- Once you decide on a distribution option, you must choose the date you want to begin receiving your Cash Balance Plan benefit. This date is always the first of the month and must be after your last day of employment with Wells Fargo.
- You may begin the distribution process up to 90 days, but no less than 30 days, before you want to begin receiving your benefit.

### How and when your Cash Balance Plan benefit will be paid

- When you request a distribution, you can choose to have your payment made in the form of a check mailed to your home or you can have it direct deposited into your checking or savings account.
- If you've selected a monthly annuity and you've chosen direct deposit, the deposit will be made on the first of each month. If you've chosen to have a check mailed to your home, you will receive your check on approximately the first of each month.



#### Check your Cash Balance Plan account balance

From HR Services & Support, go to HR Tools, and under Benefits select Cash Balance Plan.



### Estimating your payments

You can view your current Cash Balance Plan benefit and estimate what your monthly Cash Balance Plan benefit will be with different benefit commencement dates and with different distribution options by signing on to the BenefitConnect website.

From HR Services & Support, go to HR Tools, and under Benefits select Cash Balance Plan. Choose Cash Balance Plan and then Estimate My Cash Balance Plan Benefit. You can also request a Cash Balance Plan information packet by calling the Wells Fargo Retirement Service Center at 1-877-HRWELLS (1-877-479-3557), option 1, 1, 2. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

### Requesting a distribution

You can initiate the distribution process over the phone or online.

- **Over the phone:**

- Contact the Wells Fargo Retirement Service Center at 1-877-HRWELLS (1-877-479-3557), option 1, 1, 2.
- Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time.  
All relay service calls are accepted, including 711.

- **Online:**

- From work: On HR Services & Support, go to HR Tools, and under Benefits select Cash Balance Plan.
- From home: Sign on to [benefitconnect.wf.ehr.com/ess](https://benefitconnect.wf.ehr.com/ess),<sup>1</sup> sign on as a returning user or create an account.

### Continue to access the BenefitConnect website and Wells Fargo Retirement Service Center representatives after you retire

Once you retire, you can continue to access your Cash Balance Plan benefit online or speak with a Wells Fargo Retirement Service Center representative using the contact information above. You can obtain account information, update beneficiary information, request a distribution, or perform other transactions.

#### Estimate your monthly Cash Balance Plan benefit

From HR Services & Support, go to HR Tools, and under Benefits select Cash Balance Plan. Choose Cash Balance Plan Benefit and then Estimate My Cash Balance Plan Benefit.

**If your Cash Balance Plan benefit is \$1,000 or less at the time of your retirement**, it will automatically be paid to you in cash in a single lump sum.

You will receive the payment in the form of a check mailed to your home address on record approximately 90 to 120 days after your last day of employment. If you would like to receive the payment sooner, you may contact the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1, 1, 2, after your last day of employment.

Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time.

## Wells Fargo & Company Stock Purchase Plan

The Wells Fargo & Company Stock Purchase Plan (“Stock Purchase Plan”) is a voluntary plan that provides eligible employees the opportunity to purchase Wells Fargo & Company common stock through payroll deductions. Participation in the Stock Purchase Plan ends upon your retirement. You must take a full distribution of your Stock Purchase Plan account within 60 days of your last day of employment. After your last day of employment, you will receive a letter outlining the distribution options available to you.

### Your action required

#### Your options

You must select one of the following distribution options for your Stock Purchase Plan account:

- Sell all of your shares
- Sell your fractional shares and transfer your whole shares to a Wells Fargo & Company Direct Registration (DRS) Account with EQ Shareowner Services (plan default option)

Distributions are not eligible for a rollover to any retirement plan or Individual Retirement Account (IRA).

### How to request a distribution

- Contact the Stock Purchase Plan online provider at **1-877-HRWELLS** (1-877-479-3557), option 1 and provide instructions on how you would like your shares distributed.
- Stock Purchase Plan specialists are available Monday through Friday, 3:00 a.m. to 9:00 p.m. Eastern Time. All relay service calls are accepted, including 711. Other call-in services are available upon request (for example, video interpreter).

If you do not call to request a distribution within 60 days of your last day of employment, a withdrawal will be automatically processed (plan default option). Your shares will be distributed as full shares and credited to a DRS book entry account in your name with EQ. All fractional shares will be paid to you in cash and mailed to your address on record as soon as administratively possible.

Additional information about the Stock Purchase Plan can be found in the Stock Purchase Plan Prospectus.

#### Check your Stock Purchase Plan account balance

Go to [shareowneronline.com](https://shareowneronline.com)

## Social Security

Understanding the Social Security retirement benefits you may be entitled to receive, including when you can begin receiving those benefits, is an important part of planning for your retirement. It's important to understand your payment options and how the amount of your Social Security retirement benefit payment may be affected by your age at the time you begin receiving Social Security retirement benefits.

### ! Your action required

#### Applying for Social Security retirement benefits

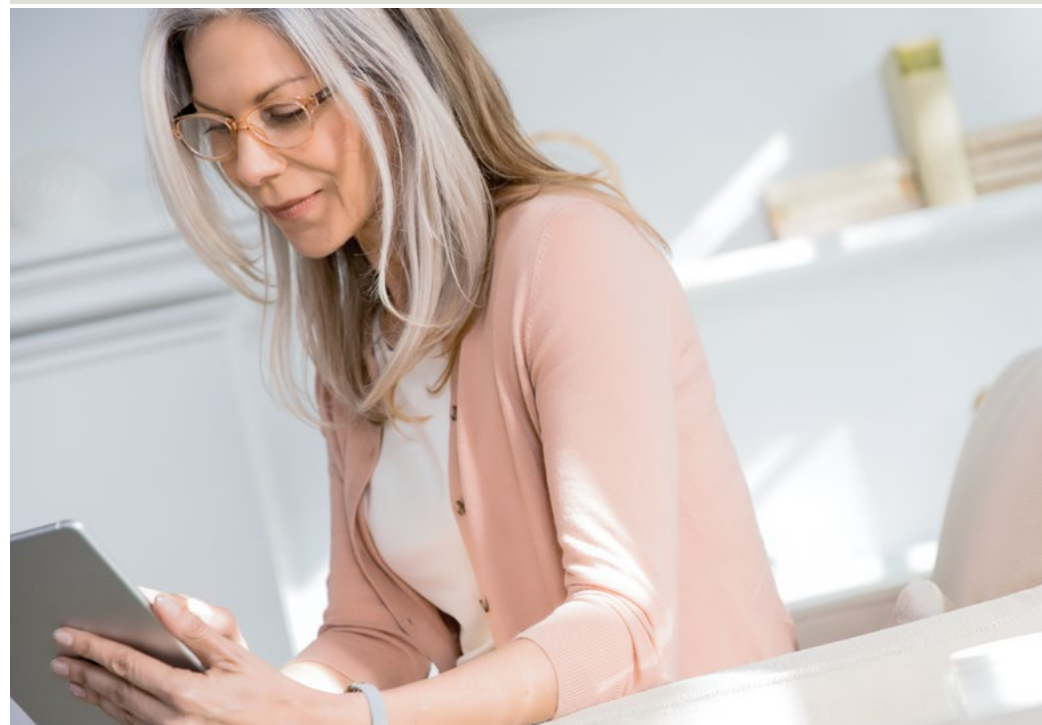
The Social Security Administration recommends that you apply for Social Security retirement benefits three months before you want your benefit to begin. You can apply for Social Security retirement benefits using one of the options below:

- Online: Visit [ssa.gov/retire](https://ssa.gov/retire)<sup>1</sup>
- By phone: **1-800-772-1213** (TTY 1-800-325-0778). Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time
- In person: At your local Social Security office

The above content about Social Security retirement benefits is provided for informational purposes only. Wells Fargo is not providing and cannot provide any advice about your individual circumstances. Contact Social Security at **1-800-772-1213** or in person at your local Social Security office or consult your own financial advisor for complete information about Social Security retirement benefits and your own individual circumstances.

#### Learn more

To learn more about Social Security retirement benefits and estimate your Social Security retirement benefit amount at different ages, sign in to [ssa.gov/retire](https://ssa.gov/retire).<sup>1</sup>



## Bonus, Commission, and other Short-Term Incentive Plan awards

### Discretionary plans (including Wells Fargo Bonus Plan)

You may be eligible to receive an incentive payment. Proration may apply if you were not actively employed for the full year. Reference your plan document and review your plan terms with your manager to confirm your award eligibility.

For eligible participants in the Wells Fargo Bonus Plan, any approved awards will be paid no later than the month of March following your retirement date. Your incentive award will be paid in the same way that you receive your final pay (direct deposit or check mailed to your home address on record).

If you have questions about the Wells Fargo Bonus Plan, contact Employee Care at **1-877-HRWELLS** (1-877-479-3557), option 2, 1. Representatives are available Monday through Friday, 8:00 a.m. to 5:00 p.m. in your time zone. All relay service calls are accepted, including 711.

Additional information about the Wells Fargo Bonus Plan and a link to the Wells Fargo Bonus Plan document can be found in the Wells Fargo Bonus Plan Summary. Go to HR Services & Support and search “Incentive Plans” for more information about the Wells Fargo Bonus Plan.

If you participate in a discretionary incentive plan other than the Wells Fargo Bonus Plan, review your plan document with your manager to determine the impact on award eligibility and the timing of award payments.

### Nondiscretionary incentive plan (commission, production, and other functional plans)

If you participate in a nondiscretionary incentive plan, talk to your manager about how your retirement may impact your incentive and the timing of incentive payment. Reference your plan document and review your plan terms with your manager to confirm your incentive eligibility.

#### Retirement eligibility requirements for discretionary plans

If the terms of your discretionary incentive plan provide award eligibility for retired employees, the following requirements apply:

You must be in a benefits-eligible regular or part-time position on your last day of employment and meet one of the following age and service requirements:

- Age 55 with at least 10 completed years of service,
- Age 65 with at least one completed year of service, or
- 80 points (based on age + completed years of service)

Years of service are measured from your corporate hire date or adjusted service date, whichever is earlier. Partial years are not included.

Generally, if you terminated employment and were rehired within six months of your termination, your prior years of service count in calculating the eligibility above.

## Wells Fargo & Company Long-Term Incentive Compensation Plan

### Restricted share rights

If you have RSR award(s) granted during the annual Focal Review process, generally following each vesting date while the award is in place, shares of Wells Fargo & Company common stock will be issued in your name (net of required tax withholdings) approximately three business days after the vesting date into your shareholder account. Refer to your award agreement(s) for details regarding vesting of your outstanding award(s) upon retirement.

### Long-Term Incentive Compensation Plan Retirement Eligibility Requirements

- Age 55 with at least 10 completed years of service,
- Age 65, or
- 80 points (based on age + completed years of service)

If you had a break in service (i.e., you terminated employment with Wells Fargo or a prior company that was acquired by Wells Fargo and were rehired by Wells Fargo), prior full years of service, as documented in the Human Capital Management System (HCMS) are credited, regardless of the length of separation. However, in some cases prior service is not documented in the HCMS and, as a result, will not be included in the retirement calculation under the LTICP. If you have years of service in a prior company that was acquired by Wells Fargo, typically those details are reflected in the HR System. However, if you were not employed on the merger date, prior years of service may not be counted for the purposes of this retirement calculation.

Please note, retirement treatment of any grant is ultimately governed by the terms and conditions of the Wells Fargo & Company Long-Term Incentive Plan and the applicable grant agreement. Please review these materials, which are located in your account at Computershare, to understand your individualized treatment. Restricted stock awards are issued under the Wells Fargo & Company Long-Term Incentive Plan rules and regulations. Previous or other plan rules are not applicable to restricted stock awards.

### Review your long-term incentive awards (restricted share rights)

Sign on to the Long-Term Equity Awards tool:

- From work: On HR Services & Support, go to HR Tools, in the Search tool type Executive Compensation.
- From home: Go to [teamworks.wellsfargo.com](https://teamworks.wellsfargo.com) and select Log-In Help under Long-Term Incentive Compensation Plan.

### Confirming eligibility

For general plan questions, you may access the Executive Compensation page on HR Services & Support. You can also email questions to Executive Compensation at [execcomp@wellsfargo.com](mailto:execcomp@wellsfargo.com).

Additional information about the Long-Term Incentive Compensation Plan can be found in the Long-Term Incentive Compensation Plan Prospectus on HR Services & Support.

**For assistance signing on to the Long-Term Equity Awards tool plan eligibility, or other plan questions,** contact a Computershare customer service representative at **1-866-463-1070** (TTY 1-800-231-5469).

Representatives are available Monday through Friday, 2:00 a.m. to 8:00 p.m. Central Time, excluding bank holidays.



**Do you participate in any of the following plans?**

- Wells Fargo & Company Deferred Compensation Plan
- Wells Fargo & Company Long-Term Cash Award Plan
- Wells Fargo & Company Supplemental 401(k) Plan
- Wells Fargo & Company Supplemental Cash Balance Plan
- Other executive compensation plans

If **YES** review the section on the next page.

If **NO** proceed to **PAGE 36**







## Wells Fargo & Company Deferred Compensation Plan

If you participate in the Wells Fargo & Company Deferred Compensation Plan (“Deferred Compensation Plan”) and you retire before the commencement of distribution, your deferral account balance will be distributed in the form you elected previously (lump sum or installment payments) beginning in the March following your last day of employment. If you retire after commencement of your distribution, your deferral account balance will continue to be distributed in accordance with your original election.

### **Review your balances and distribution elections online**

- From work: On HR Services & Support, go to HR Tools, and in the Search tool type About Deferred Compensation.
- From home: Go to the SkyComp website at [bfp-skycomp.com/wf](https://bfp-skycomp.com/wf).<sup>1</sup>

### **If you have questions**

Contact Executive Compensation at 1-888-383-2203, option 1. Representatives are available Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time. You can also email questions to Executive Compensation at [excomp@wellsfargo.com](mailto:excomp@wellsfargo.com).

Additional information about the Deferred Compensation Plan can be found in the Deferred Compensation Plan Prospectus.

## Wells Fargo & Company Long-Term Cash Award Plan

If you meet the retirement eligibility requirements for the Wells Fargo & Company Long-Term Cash Award Plan (LTCAP), your awards will continue to vest based on their original vesting schedule following your last day of employment.

### View your Long-Term Cash Awards online

- From work: On HR Services & Support, go to HR Tools, and in the Search tool type About Deferred Compensation
- From home: Go to the SkyComp website at [bfp-skycomp.com/wf](https://bfp-skycomp.com/wf).<sup>1</sup>

### Confirming eligibility

To confirm whether you meet the retirement eligibility criteria for the LTCAP or if you have other questions about the LTCAP, contact Executive Compensation at **1-888-383-2203**, option 1. Representatives are available Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time. You can also email questions to Executive Compensation at [execcomp@wellsfargo.com](mailto:execcomp@wellsfargo.com).

For additional details of the LTCAP, contact Executive Compensation and request a copy of the Long-Term Cash Award Plan document.

### Long-Term Cash Award Plan Retirement Eligibility Requirements

- Age 55 with at least 10 completed years of service,
- Age 65, or
- 80 points (based on age + completed years of service)

If you had a break in service (i.e., you terminated employment with Wells Fargo and were rehired by Wells Fargo), prior full years of service, as documented in the Human Capital Management System (HCMS), are credited, regardless of the length of separation.



## Wells Fargo & Company Supplemental 401(k) Plan

If you participate in the Wells Fargo & Company Supplemental 401(k) Plan, call **1-877-HRWELLS (1-877-479-3557)**, option 1, 1, to discuss the timing of your withdrawal following your retirement or any other questions you have about your account. Representatives are available Monday through Friday, from 7:00 a.m. to 9:00 p.m. Central Time and Saturday, from 8:00 a.m. to 4:30 p.m. Central Time.

## Wells Fargo & Company Supplemental Cash Balance Plan

If you participate in the Wells Fargo & Company Supplemental Cash Balance Plan call the Wells Fargo Retirement Service Center at **1-877-HRWELLS (1-877-479-3557)**, option 1, 1, 2, to discuss your distribution options and timing following your retirement. Representatives are available Monday through Friday, from 7:00 a.m. to 7:00 p.m. Central Time. Relay service calls are accepted.

You may also access benefit information online:

- From work: On HR Services & Support, go to HR Tools, and under Benefits select Cash Balance Plan.
- From home: Sign on to [benefitconnect.wf.ehr.com/ess](https://benefitconnect.wf.ehr.com/ess)<sup>1</sup>. Sign on as a returning user or create an account.

## Other executive compensation plans

Payment under all other executive compensation and nonqualified plans not listed above is subject to the terms of the specific plan. Consult your plan materials for additional information or contact the Executive Compensation department at **1-888-383-2203**. You can also email questions to Executive Compensation at [execcomp@wellsfargo.com](mailto:execcomp@wellsfargo.com).

## Step 3

# Decide upon health care coverage in retirement

**Planning for health care coverage in retirement**

Making sure you have health care coverage that's the right fit for you and your family is an important step in preparing for your retirement. As you approach retirement, you should evaluate all of the health care options available to you, such as coverage available under the Wells Fargo & Company Retiree Plan ("Retiree Plan"), COBRA continuation of your active employee coverage, coverage available through a working spouse or partner, or coverage through the public or private marketplace.

The options available to you and the things you'll want to consider as you think about your health care coverage in retirement will differ depending on whether you're eligible for Medicare (generally age 65 or older) or not yet eligible for Medicare (generally under age 65) at the time of your retirement.

Refer to the appropriate section on the following pages, based on whether you will be eligible for Medicare at the time of your retirement.

**Will you be eligible for Medicare (generally, age 65 or older) when you retire?**

**NO** Review the following section for those not yet eligible for Medicare.

**YES** Proceed to **PAGE 49**

If you're eligible for Medicare at the time of your retirement and you have an eligible spouse, partner or other dependent who is not yet eligible for Medicare, you may want to review both sections within Step 3.



## Information for those not yet eligible for Medicare

(generally under age 65)

As you approach your retirement, it's important to understand when your active employee health care coverage ends, consider the health care coverage options available to you in retirement, and understand what happens to funds in your health account once you retire.

### When active employee health care coverage ends

Your active employee medical, dental, and vision coverage will end at the end of the month in which your last day of employment takes place. Coverage for your enrolled dependents will end when your coverage ends.

## Consider your options

### Coverage under the Wells Fargo & Company Retiree Plan

If you are in a regular or fixed term (full-time or part-time) employment classification on your last day of employment and you meet one of the following age and service requirements, you will be eligible for retiree medical coverage (and dental coverage if you are under age 65) under the Retiree Plan:

- Age 55 with at least 10 completed years of service,
- Age 65 with at least one completed year of service,
- 80 points (based on age + completed years of service), or
- If you were:
  - In a benefits-eligible position and on Wachovia's payroll as of December 31, 2009, and your age plus full years of service equaled 50 or greater as of January 1, 2010, and
  - On your last day of employment with Wells Fargo you are at least age 50 with 10 or more full years of service.

A limited number of employees are also eligible for a subsidy toward the cost of Wells Fargo-sponsored retiree medical coverage. This means that Wells Fargo pays a portion of the cost of coverage. Your eligibility for a retiree medical subsidy and the amount of your subsidy is dependent upon several factors, including your age and credited years of service with a former, or legacy, organization.

If you are initially retiring from a flexible position with Wells Fargo, you are not eligible to participate in the Wells Fargo & Company Retiree Plan. You may, however, elect COBRA coverage under the active employee plan.

### Are you eligible for coverage or a subsidy under the Wells Fargo & Company Retiree Plan?

Sign on to [benefitconnect.wf.ehr.com/ess](https://benefitconnect.wf.ehr.com/ess)<sup>1</sup> and select Model Retiree Health Care Benefits. Enter your expected last day of employment within the current calendar year.

Or contact the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1, 3.

Representatives are available Monday through Friday, from 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

Information for those **not yet** eligible for Medicare**Cost of coverage**

Keep in mind that retiree medical coverage when you're not yet eligible for Medicare is generally far more expensive than active employee coverage for a number of reasons. The average age and unique health care needs of participants in retiree medical plans results in higher monthly premiums for all participants in the plan. In addition, most retirees pay the full cost of retiree health care coverage rather than only paying a portion of the cost as they did when they were enrolled in active employee coverage.

**2022 pre-Medicare retiree medical and dental premiums**

The table below provides 2022 full monthly premium amounts for medical and dental plans for retirees not yet eligible for Medicare. Retirees are generally responsible for the full monthly premium amounts. However, if you are eligible for a retiree medical subsidy, the subsidy amount will be deducted from the full retiree medical monthly premium amount in the table below.

**Full monthly premiums**

Pre-Medicare Plan Name	You only	You + spouse/ domestic partner	You + child(ren)	You + spouse/ domestic partner + child(ren)	Spouse/domestic partner only	Child(ren) only	Spouse/domestic partner + child(ren)
HRA-Based Medical Plan*	\$1,016.91	\$2,033.83	\$1,830.41	\$2,847.36	\$1,016.91	\$813.50	\$1,830.41
HSA-Based Medical Plan	\$973.30	\$1,946.60	\$1,751.91	\$2,725.24	\$973.30	\$778.61	\$1,751.91
Kaiser Northern California HMO	\$984.64	\$1,969.29	\$1,772.36	\$2,757.00	\$984.65	\$787.72	\$1,772.36
Kaiser Southern California HMO	\$1,040.90	\$2,081.80	\$1,873.62	\$2,914.52	\$1,040.90	\$832.72	\$1,873.62
Kaiser Hawaii POS	\$960.53	\$1,921.07	\$1,728.96	\$2,689.50	\$960.54	\$768.43	\$1,728.96

Dental Plan Name	You only	You + spouse/ domestic partner	You + child(ren)	You + spouse/ domestic partner + child(ren)	Spouse/domestic partner only	Child(ren) only	Spouse/domestic partner + child(ren)
Dental Plan	\$48.38	\$91.92	\$118.53	\$162.07	\$43.54	\$70.15	\$113.69

\*Includes Out of Area option.



### Understanding your options and costs

To find out if you're eligible for coverage under the Retiree Plan or a subsidy toward the cost of Wells Fargo-sponsored retiree health care coverage, contact the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1, 3. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711. If you have met the eligibility requirements for coverage, you may request a Retiree Health Care Enrollment Kit, which will include your retiree health care plan options and premiums.

You can also model your retiree health care options online:

- Sign on to [benefitconnect.wf.ehr.com/ess](https://benefitconnect.wf.ehr.com/ess)<sup>1</sup> and select Model Retiree Health Care Benefits.
- Enter your expected last day of employment and see the options available to you. Your expected last day of employment must be within the current calendar year to request a Retiree Health Care Enrollment Kit or to model your retiree health care coverage options online.

### Making your elections

- If you plan to elect coverage under the Retiree Plan, you must make your elections up to 90 days before your last day of employment or within 60 days after your last day of employment. If you don't elect coverage during the enrollment period available at the time of your retirement, you will not be eligible to enroll in the future.
- Your coverage will generally begin on the first day of the month after your retirement date (unless your retirement date is the first of the month, then your coverage will begin on your retirement date). This means that you will not have a gap in coverage between the time your active employee coverage ends and your retiree health care coverage begins.
- To make your retiree health care elections:
  - Online:  
Sign on to [benefitconnect.wf.ehr.com/ess](https://benefitconnect.wf.ehr.com/ess)<sup>1</sup> and select Make My Retiree Health Care Benefit Elections. Enter your expected last day of employment and make your elections.
  - Over the phone:  
Call the Wells Fargo Retirement Service Center at 1-877-HRWELLS (1-877-479-3557), option 1, 3. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

Information for those **not yet** eligible for Medicare**Coverage for dependents**

- If you elect Wells Fargo-sponsored retiree medical or dental coverage, you may also elect coverage for your eligible dependents. If you do not choose to enroll your eligible dependents at the time you initially enroll, you may only add them to your medical coverage in the future if you or your eligible dependent experiences a qualified event. Experiencing a qualified event does not allow you to add dependents to your retiree dental coverage. Keep in mind that dependents added to medical coverage as a result of a qualified event are not eligible for a retiree medical subsidy, even if you are eligible for a retiree medical subsidy at the time your dependent is added to coverage.
- If you are enrolling in Wells Fargo-sponsored retiree medical coverage, you may also explore options available to your Medicare-eligible dependents. When you contact the Wells Fargo Retirement Service Center to request a Retiree Health Care Enrollment Kit, let them know that you have a Medicare-eligible dependent and would like to explore the plan options available to them.
- Dependent children are eligible for coverage under the Retiree Plan through the end of the month in which the child turns age 26.

For additional information about the Wells Fargo & Company Retiree Plan, refer to the *Retiree Benefits Book* in HR Services & Support. Information about retiree medical subsidies can be found in Appendix D.



## COBRA continuation of active employee coverage

If you are enrolled in active employee medical, dental, vision, or Health Care Flexible Spending Account (FSA) coverage on your last day of employment, you and your enrolled dependents will be eligible for COBRA continuation.

### What is COBRA?

COBRA is a **temporary** continuation of your active employee coverage that generally lasts for 18 months (in some circumstances, COBRA continuation may last for 36 months). You and each of your covered dependents can elect COBRA continuation independently. This means your covered spouse, partner, or other dependents can elect COBRA continuation even if you do not.

### Cost of coverage

Under COBRA continuation, you pay the full cost of coverage plus a 2% administrative fee. Wells Fargo does not pay a portion of the cost like when you are enrolled in active employee coverage. This means COBRA continuation costs more than your active employee coverage.



Information for those **not yet** eligible for Medicare

## 2022 COBRA monthly rates

Plan Name	You only	You + spouse <sup>1</sup>	You + children <sup>2</sup>	You + spouse <sup>1</sup> + children <sup>2</sup>
Copay Plan with Health Reimbursement Account (HRA) <sup>3</sup>	\$679.28	\$1,426.49	\$1,222.70	\$1,969.91
Lower Use Plan with Health Savings Account (HSA) <sup>3</sup>	\$545.10	\$1,144.72	\$981.18	\$1,580.80
Higher Use Plan with HSA <sup>3</sup>	\$614.50	\$1,290.44	\$1,106.10	\$1,782.05
Narrow Network Copay Plan <sup>3</sup>	\$600.21	\$1,260.43	\$1,080.37	\$1,740.61
Narrow Network Plan with HSA	\$564.57	\$1,185.61	\$1,016.23	\$1,637.26
Flex High-Deductible Health Plan	\$472.06	\$991.32	\$850.10	\$1,369.36
Flex Point of Service (POS) Kaiser Added Choice — Hawaii	\$657.96	\$1,381.82	\$1,184.38	\$1,908.25
High-Deductible Health Plan (HDHP) — Kaiser Colorado	\$498.27	\$1,046.37	\$896.89	\$1,444.99
HDHP — Kaiser Georgia	\$428.05	\$898.92	\$770.50	\$1,241.36
HDHP — Kaiser Mid-Atlantic	\$428.43	\$899.69	\$771.17	\$1,242.43
HDHP — Kaiser Northern California	\$521.89	\$1,095.97	\$939.40	\$1,513.48
HDHP — Kaiser Northwest	\$562.39	\$1,181.02	\$1,012.30	\$1,630.92
HDHP — Kaiser Southern California	\$401.15	\$842.42	\$722.07	\$1,163.34
HDHP — Kaiser Washington	\$461.57	\$969.29	\$830.82	\$1,338.55
Point of Service (POS) Kaiser Added Choice — Hawaii (Oahu, Maui, Kauai, Lanai, Molokai, and the Big Island)	\$658.01	\$1,381.81	\$1,184.41	\$1,908.23
Health Maintenance Organization (HMO) — Kaiser Colorado	\$594.21	\$1,247.85	\$1,069.58	\$1,723.22
HMO — Kaiser Georgia	\$523.75	\$1,099.87	\$942.75	\$1,518.86
HMO — Kaiser Mid-Atlantic	\$524.63	\$1,101.71	\$944.33	\$1,521.41
HMO — Kaiser Northern California	\$630.06	\$1,323.12	\$1,134.11	\$1,827.18
HMO — Kaiser Northwest	\$680.11	\$1,428.22	\$1,224.19	\$1,972.30
HMO — Kaiser Southern California	\$486.53	\$1,021.71	\$875.75	\$1,410.94
HMO — Kaiser Washington	\$562.73	\$1,181.73	\$1,012.91	\$1,631.92
UnitedHealthcare Global — Expatriate Insurance	\$668.36	\$1,470.17	\$1,269.71	\$2,071.53
Delta Dental Standard	\$37.39	\$71.07	\$91.63	\$125.31
Delta Dental Enhanced	\$44.29	\$84.20	\$108.60	\$148.51
<b>Vision Plan</b>	<b>\$7.69</b>	<b>\$15.51</b>	<b>\$15.51</b>	<b>\$23.21</b>

1. Includes domestic partner.

2. Includes domestic partner's children.

3. Includes Out-of-Area option.

### Making your elections

Following your last day of employment, a COBRA Election Notice and additional information about your COBRA continuation coverage options and costs will be mailed to your home address on record. You have until the later of either 60 days from the date of your COBRA Election Notice or 60 days from the date your active employee coverage ends to elect COBRA continuation.

### When coverage begins

If you elect COBRA continuation, your coverage will not be in effect until your first premium payment is received. Once your premium payment is received, your coverage will generally be effective on the day after your active employee coverage ended. This means you will not have a gap in coverage between the time that your active employee coverage ends and your COBRA continuation coverage begins.

### COBRA and your retiree health care election period

If you are eligible for Wells Fargo-sponsored retiree health care coverage and you are considering electing COBRA, keep in mind that you will not be able to elect Wells Fargo-sponsored retiree health care coverage after your COBRA coverage ends. You must make your retiree health care elections within 60 days after your last day of employment.

#### Things to consider when determining if retiree health care coverage or COBRA may be right for you:

- The length of time you'll need coverage, including coverage after you become eligible for Medicare
- The cost of coverage, taking into account any retiree medical subsidy you may be eligible for
- If you are enrolled in COBRA and are eligible for Medicare (whether you are enrolled in Medicare or not), most plans will pay secondary to Medicare. Additionally, if you are enrolled in Medicare Part A before you elect COBRA coverage, most plans will reimburse your claims as if Part B were in place. For more information about Medicare, visit <https://www.medicare.gov/medicare-and-you>.

#### How to find out more

If you have questions about COBRA continuation, contact BenefitConnect™ | COBRA at 1-877-29COBRA (1-877-292-6272). Representatives are available Monday through Friday, 8:00 a.m. to 6:00 p.m. Central Time. All relay service calls are accepted, including 711.

For additional information about COBRA continuation coverage, refer to Appendix E of the *Benefits Book* in HR Services & Support.

## Coverage available through the health insurance marketplace

The Affordable Care Act (ACA) allows you to purchase individual health care coverage through the health insurance marketplace. This means you have an additional option to consider when choosing your health care coverage in retirement.

### Special enrollment period

Because you are retiring and will no longer have access to active employee health care coverage, you may be eligible for a Special Enrollment Period that allows you to elect coverage through the public health insurance marketplace. Your Special Enrollment Period begins 60 days before your active employee health care coverage ends and ends 60 days after your active employee coverage ends. You may be eligible for a Special Enrollment Period even if you are eligible for Wells Fargo-sponsored retiree health care coverage.

### Premium tax credits

You may be eligible for a premium tax credit toward the cost of marketplace coverage depending on your household income. To determine if you may be eligible for a premium tax credit toward coverage purchased through the public marketplace, visit [healthcare.gov/lower-costs](https://www.healthcare.gov/lower-costs)<sup>1</sup>.

### Electing coverage

To review marketplace plan options and costs and elect coverage, visit [healthcare.gov](https://www.healthcare.gov)<sup>1</sup> or contact the marketplace call center at 1-800-318-2596 (TTY 1-855-889-4325). Representatives are available 24 hours a day, 7 days a week.

The above content about the health insurance marketplace is provided as general information to help you understand coverage options that may be available to you. Marketplace coverage is not a Wells Fargo-sponsored benefit.



## Health care accounts upon retirement

### Health Savings Account (HSA)

An HSA is an individually owned account. This means your HSA will continue to be yours even after you retire. Your HSA account number will remain the same and you can continue to use your current Health Savings Account Debit Mastercard®.

Once you are no longer enrolled in a Wells Fargo HSA-Based Medical Plan for active employees, you will be responsible for the monthly service fee and any other fees associated with your HSA unless you either:

- Enroll in COBRA continuation of an active employee HSA-Based Medical Plan, or
- Enroll in the Wells Fargo-sponsored HSA-Based Medical Plan for retirees.

#### Using your HSA in retirement

HSA funds can be used to pay for health care expenses in retirement. You can continue to contribute to your HSA on an after-tax basis until you enroll in Medicare as long as you're enrolled in a qualified high-deductible health plan. After-tax contributions to your HSA are a tax deduction on your federal income tax return and will reduce your taxable income.

Once you enroll in Medicare, you can no longer contribute to an HSA, but you can continue to use funds to pay for eligible expenses such as copays and coinsurance and premiums for Medicare Part B or Part D and Medicare Advantage plans. You cannot use HSA funds to pay premiums for Medicare Supplement plans (also known as Medigap plans).

At age 65, you can also take penalty-free distributions from your HSA for nonmedical expenses.



#### Have questions about your HSA?

Call Optum Bank® at 1-844-326-7967.  
Representatives are available 24 hours a day,  
7 days a week.

## Health Reimbursement Account (HRA)

You will no longer have access to funds in your HRA, including health and wellness dollars, once your active employee medical coverage ends, unless you either:

- Enroll in COBRA continuation of the Copay Plan with HRA, or
- Enroll in the Wells Fargo-sponsored HRA-Based Medical Plan for retirees.

Should you elect one of the COBRA or retiree plans noted above, you will no longer access any remaining HRA dollars using your HealthEquity Healthcare card. Access to your HRA dollars is still available through the following:

- If you elect the Copay Plan with HRA through COBRA continuation, you will be able to access HRA dollars using the Pay My Provider or Pay Me Back methods available through HealthEquity.
- If you elect the retiree HRA-Based Medical Plan, any remaining dollars in your HRA will be transferred by HealthEquity to the plan administrator, UnitedHealthcare. This transfer will generally occur 60 days after you transition from the Copay Plan with HRA to the retiree HRA-Based Medical Plan. This is to ensure that the claims administrator of the Copay Plan with HRA you were enrolled in as an active employee is able to process any claims that were incurred but not billed at the time your active coverage ended. Once this is completed, any eligible medical claims under the retiree HRA-Based Medical Plan will automatically pay first from the remaining HRA balance.

Please refer to Chapter 2 in the *Benefits Book* (for COBRA coverage) or the *Retiree Benefits Book* (for retiree coverage) for more information about how the HRA works under COBRA continuation and retiree coverage.

**How much do you have in your FSA?**

From HR Services & Support, go to HR Tools, and under Benefits select HealthEquity, or contact HealthEquity at 1-877-924-3967. Representatives are available 24 hours a day, 7 days a week, excluding some holidays.

## Health Care Flexible Spending Account (FSA)

Your participation in the Full-Purpose Health Care FSA and the Limited Dental/Vision FSA will end on the last day of the month in which your last day of employment takes place. Expenses that are incurred after your participation in the FSA ends are not eligible for reimbursement (unless you are eligible to enroll in COBRA continuation of your FSA, which requires you to make after-tax contributions to the FSA by ACH or check).

### Filing claims

- Once your participation in the FSA ends, your HealthEquity FSA Card will no longer be active. If, after your participation in the FSA has ended and you are making payments for an FSA-eligible expense that was incurred while you were still participating in the FSA, you must use another form of payment and request reimbursement at [participant.wageworks.com](https://participant.wageworks.com).<sup>1</sup>
- You may continue to file claims for eligible expenses that were incurred before your participation in the FSA ended until your available account balance is zero or April 30 of the calendar year after your last day of employment — whichever occurs first. Any remaining balance after that time will be forfeited.

### Health Care FSAs and high deductible health plans

- If you are enrolling in a high deductible health plan in retirement, keep in mind that you may not make contributions to an HSA while you have a remaining balance in a Full-Purpose Health Care FSA.
- This means you must deplete the funds in your Full-Purpose Health Care FSA or wait until April 30 of the calendar year after your last day of employment to contribute to an HSA. This rule does not apply to funds remaining in a Limited Dental/Vision FSA.

For additional information about Health Savings Accounts, Health Reimbursement Accounts, and Health Care Flexible Spending Accounts, refer to the *Benefits Book* in HR Services & Support.

Information for those **not yet** eligible for Medicare

**Step 3 checklist:**

(not yet eligible for Medicare):

- Find out if you're eligible for Wells Fargo-sponsored retiree health care coverage.
- Request a Retiree Health Care Enrollment Kit or model available options online.
- Understand COBRA continuation options.
- Consider health care coverage available through a working spouse or partner.
- Evaluate coverage available through the health insurance marketplace.
- Understand what will happen to funds in your health account upon your retirement.
- Review all health care options and costs.
- Enroll in coverage.

**Notes:**

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## Information for those eligible for Medicare (generally age 65+)

If you are eligible for Medicare at the time of your retirement, there are some important dates that you'll want to pay close attention to. The Centers for Medicare & Medicaid Services (CMS) defines when you must enroll in Medicare to avoid being subject to a late enrollment penalty. It's also important to understand when you must elect retiree medical coverage to ensure that you don't have a gap in coverage between the time your active employee medical coverage ends and your retiree coverage begins.

### When active employee health care coverage ends

Your active employee medical, dental, and vision coverage will end at the end of the month in which your last day of employment takes place. Coverage for your enrolled dependents will end when your coverage ends.

### Retiree health care coverage

If you are in a regular or fixed term employment classification on your last day of employment and you meet one of the age and service requirements listed below, you will either be eligible for coverage under a Medicare Advantage plan offered as part of the Retiree Plan or you will be able to enroll in individual Medicare-eligible medical coverage through a voluntary Medicare coordinator service called Via Benefits™.

- Age 55 with at least 10 completed years of service
- Age 65 with at least one completed year of service
- 80 points (based on age + completed years of service), or
- If you were:
  - In a benefits-eligible position and on Wachovia's payroll as of December 31, 2009, and your age plus full years of service equaled 50 or greater as of January 1, 2010, and
  - On your last day of employment with Wells Fargo, you are at least age 50 with 10 or more full years of service.

If you are eligible for a subsidy toward the cost of Wells Fargo-sponsored coverage once you are eligible for Medicare, you will be eligible for coverage under a Medicare Advantage plan offered as part of the Retiree Plan. Your eligibility for a retiree medical subsidy and the amount of your subsidy is dependent upon several factors, including your age and credited years of service with a former, or legacy, organization.

If you are initially retiring from a flexible position with Wells Fargo, you are not eligible to participate in the Wells Fargo & Company Retiree Plan. You may, however, elect COBRA coverage under the plan.

#### Find out if you're eligible for coverage under the Wells Fargo & Company Retiree Plan or Via Benefits

Contact the Wells Fargo Retirement Service Center at 1-877-HRWELLS (1-877-479-3557), option 1, 3.

Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

## Information for those eligible for Medicare

If you are not eligible for a subsidy toward the cost of Wells Fargo-sponsored retiree medical coverage once you are eligible for Medicare, you will be able to enroll in individual Medicare-eligible medical coverage through Via Benefits.

Through Via Benefits, you and your Medicare-eligible dependents will have the opportunity to choose from a variety of individual Medicare medical, prescription drug, dental, and vision plans available in your area. Medicare experts at Via Benefits will provide you with personalized support in choosing the Medicare plans that are the best fit for you and your Medicare-eligible dependents' unique health and financial needs.

See [page 57](#) for additional information about Via Benefits.

Via Benefits is a voluntary Medicare coordinator service offered by Willis Towers Watson. Via Benefits, and the plans it recommends, is not a part of the Wells Fargo & Company Retiree Plan.

**Find out if you're eligible**

To find out if you're eligible for a retiree health care subsidy and access to a Wells Fargo-sponsored Medicare Advantage plan, or access to Via Benefits, contact the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1, 3. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

## Information about Medicare

As you're evaluating your health care coverage options in retirement, it's important that you take time to understand some important information about Medicare. Generally, eligibility for Medicare begins on the first day of the month in which you turn 65. If your birthday is on the first of the month, then you become eligible for Medicare on the first of the month before you turn 65.

### **You must be enrolled in Medicare Part A and Part B to elect coverage**

Whether you are eligible for a Wells Fargo-sponsored Medicare Advantage plan or access to Via Benefits™, you must be enrolled in Medicare Part A and Part B at the time you are electing coverage. To avoid a gap in coverage between your active employee medical coverage and your retiree medical coverage, you must make your retiree medical election prior to your last day of employment. To ensure that you are enrolled in Medicare Part A and Part B in time to elect retiree health care coverage, you should consider signing up for Medicare about three months before your last day of employment.

## Signing up for Medicare

### Medicare Part A

You must be enrolled in Medicare Part A before you can enroll in Medicare Part B. When you enroll in Medicare Part A, your Part A coverage will generally begin retroactively six months prior to the date you sign up (but no earlier than the first month you are eligible for Medicare). Generally, you do not pay a monthly premium for Medicare Part A. If you are contributing to a Health Savings Account (HSA), keep in mind that you can no longer contribute once you're enrolled in Medicare. Because Medicare Part A will automatically begin retroactively up to six months prior to the date you sign up, if you are already Medicare eligible, it is recommended that you stop contributing to your HSA at least six months before you enroll in Medicare. If you do not stop HSA contributions at least six months before Medicare enrollment, you may incur a tax penalty.

### **Learn more and sign up for Medicare:**

- Online at [medicare.gov](https://www.medicare.gov)<sup>1</sup>
- By calling Social Security at **1-800-772-1213** (TTY 1-800-325-0778) between 7:00 a.m. and 7:00 p.m. in your time zone, Monday through Friday
- In person at your local Social Security office

### **Group health plan coverage**

Wells Fargo active employee medical coverage is considered group health plan coverage, as defined by the IRS. This means that, if you are enrolled in active employee medical coverage, upon your retirement you and your covered spouse are eligible for a Special Enrollment Period to enroll in Medicare.

## Medicare Part A and Part B

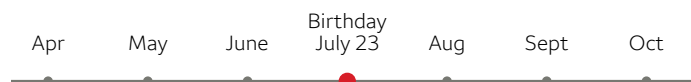
### If you are just becoming eligible for Medicare at the time of your retirement

The Centers for Medicare & Medicaid Services (CMS) allows you to enroll in Medicare during your Initial Enrollment Period (IEP), which is a seven-month period that begins three months before you turn 65 and ends three months after you turn 65. If your birthday is on the first of the month, you become eligible for Medicare on the first of the month before you turn 65 and your Initial Enrollment Period begins three months before you become eligible for Medicare.

For example:

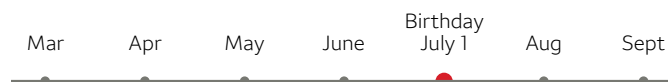
#### Your Initial Enrollment Period

If your birthday is on July 23, your Initial Enrollment Period begins in April and ends in October.



#### Your Initial Enrollment Period if your birthday is on the first of the month

If your birthday is on July 1, your Initial Enrollment Period begins in March and ends in September.



### If you are already eligible for Medicare at the time of your retirement

If you are eligible for Medicare and you are covered under the Wells Fargo & Company active employee medical plan at the time of your retirement, CMS allows you and your Medicare-eligible, enrolled spouse access to a Special Enrollment Period (SEP) to sign up for Medicare. You can sign up for Medicare anytime while you're covered under the Wells Fargo active employee medical plan or during the eight-month period that begins the month after your employment ends. Generally, the SEP is not available for domestic partners. If you cover your domestic partner, contact Medicare for information about enrollment periods for domestic partners.

#### Remember

While your ability to sign up for Medicare extends well beyond your retirement date, if you are enrolling in a Wells Fargo-sponsored Medicare Advantage plan, you must enroll within 60 days after your last day of employment.

#### Important reminder

If you don't sign up for Medicare during your Initial Enrollment Period or Special Enrollment Period, you could be subject to a late enrollment penalty, so it's important to take action at the appropriate time.

## Information for those eligible for Medicare



## Confirmation of group health plan coverage (Form CMS L564)

- When signing up for Medicare as part of a Special Enrollment Period, CMS may require you or your enrolled spouse to complete Form CMS L564, which can be found at [CMS.gov](https://www.cms.gov) and is used to confirm that you have been enrolled in group health plan coverage and are eligible for a Special Enrollment Period.
- To request that Wells Fargo complete the employer portion of Form CMS L564, submit an Employment Verification Request on HR Services & Support. Complete the form fields and attach the form to the request.
- The completed form will be mailed to your home address on file within three to five business days.
- If you would prefer to receive the completed form back to an internal Wells Fargo email address or by secure email to an external email address, you may make this request at the time you submit the form.
- If you have questions about Form CMS L564 and whether it will be required when you sign up for Medicare, contact Social Security at **1-800-772-1213**.

## After you enroll in Medicare

About 30 days after you enroll in Medicare, you will receive a red, white, and blue Medicare ID card that contains your Medicare Beneficiary Identifier (MBI). You will need to have your MBI before you can enroll in coverage under the Wells Fargo Retiree Plan or through Via Benefits™.

The above content about Medicare is provided for informational purposes only. Wells Fargo is not providing and cannot provide any advice about your individual circumstances. Contact Social Security at **1-800-772-1213** or in person at your local Social Security office for complete information about Medicare and to discuss your individual circumstances.

## Wells Fargo-sponsored Medicare Advantage plans

Medicare Advantage plans are also known as Medicare Part C. These plans combine all of the benefits of Medicare Part A and Medicare Part B and also include Medicare Part D and extra programs that are not offered through original Medicare.



If you are eligible for a Wells Fargo-sponsored Medicare Advantage plan, coverage will be available through the UnitedHealthcare® Group Medicare Advantage (PPO) plan. If you live in California, you will also have the option to select a Kaiser Medicare Advantage plan.

### Understanding your options and costs

To request a Retiree Health Care Enrollment Kit, which will provide information about the current year's plan options and monthly costs, contact the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

You can also model your retiree health care options online:

- Sign on to [benefitconnect.wf.ehr.com/ess](https://benefitconnect.wf.ehr.com/ess)<sup>1</sup> and select Model Retiree Health Care Benefits.
- Enter your expected last day of employment and see options available to you.

Your expected last day of employment must be within the current calendar year to request a Retiree Health Care Enrollment Kit or to model your retiree health care coverage options online.

### Request your retiree Health Care Benefits Enrollment Kit

The kit includes your plan options and monthly premiums. Contact the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1, 3.

Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

## Information for those eligible for Medicare

**2022 retiree medical premiums**

The table below provides full monthly premium amounts for Medicare-eligible retirees who are eligible for Wells Fargo-sponsored retiree medical coverage. Your retiree medical subsidy amount will be deducted from the full retiree medical monthly premium amount in the table below.

Medicare Plan Name	You only	You + one	You + two	You + three	You + four	One dependent only	Two dependents only	Three dependents only
Kaiser Senior Advantage Northern CA	\$267.00	\$534.00	\$801.00	\$1,068.00	\$1,335.00	\$267.00	\$534.00	\$801.00
Kaiser Senior Advantage Southern CA	\$118.71	\$237.42	\$356.13	\$474.84	\$593.55	\$118.71	\$237.42	\$356.13
UnitedHealthcare Medicare Advantage PPO Plan	\$182.00	\$364.00	\$546.00	\$728.00	\$910.00	\$182.00	\$364.00	\$546.00

**Making your elections**

- You must make your elections up to 90 days before your last day of employment or within 60 days after your last day of employment. If you don't elect coverage during the enrollment period available at the time of your retirement, you will not be eligible to enroll in the future.
- Coverage for you and your Medicare-eligible dependents will begin on the first of the month following the date you make your Medicare Advantage plan election and the Centers for Medicare & Medicaid Services (CMS) approves your application for enrollment. This means if you do not elect medical coverage prior to your last day of employment, you will experience a gap in coverage between your coverage as an active employee and your coverage under a Medicare Advantage plan.
- You must provide your Medicare Beneficiary Identifier (MBI), which is found on your Medicare ID card, at the time you are making your Medicare Advantage plan election. To ensure that you have your MBI in time to enroll in a Medicare Advantage plan prior to your last day of employment, you should consider signing up for Medicare about three months before your last day of employment.
- CMS requires you to have a physical street address (not a PO Box) within the U.S. or U.S. territories on file with the Wells Fargo Retirement Service Center to enroll in a Wells Fargo-sponsored Medicare Advantage plan.
- To make your retiree health care elections:
  - **Online:**  
Sign on to [benefitconnect.wf.ehr.com/ess](https://benefitconnect.wf.ehr.com/ess)<sup>1</sup> and select Make My Retiree Health Care Benefit Elections. Enter your expected last day of employment and make your elections.
  - **Over the phone:**  
Contact the Wells Fargo Retirement Service Center at 1-877-HRWELLS (1-877-479-3557), option 1, 3. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

**Remember**

If you do not elect medical coverage prior to your last day of employment, you will experience a gap in coverage between your coverage as an active employee and your coverage under a Medicare Advantage plan.



### Coverage for dependents

- If you elect Wells Fargo-sponsored retiree medical coverage, you may also elect coverage for your eligible dependents even if they are not yet eligible for Medicare. When you contact the Wells Fargo Retirement Service Center to request a Retiree Health Care Enrollment Kit, let them know that you have dependents who are not yet eligible for Medicare and would like to explore the plan options available to them.
- If you do not choose to enroll your eligible dependents at the time you initially enroll, you may add them to your medical coverage in the future only if you or your eligible dependent experiences a Qualified Event. Experiencing a qualified event does not allow you to add dependents to your retiree dental coverage. Keep in mind that dependents added to medical coverage as a result of a qualified event are not eligible for a retiree medical subsidy, even if you are eligible for a retiree medical subsidy at the time your dependent is added to coverage.
- Dependent children are eligible for coverage under the Retiree Plan through the end of the month in which the child turns age 26. Alternatively, they are eligible for COBRA continuation of their active employee coverage (see the [COBRA continuation](#) section on page 60).

If you have questions, contact the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1, 3. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. All relay service calls are accepted, including 711.

For additional information about the Retiree Plan, refer to the *Retiree Benefits Book* in HR Services & Support. Information about retiree medical subsidies can be found in Appendix D.



## Via Benefits™

Via Benefits is a voluntary Medicare coordinator service that offers you and your Medicare-eligible dependents support in making your individual Medicare plan enrollment decisions. If you are eligible for Via Benefits, you'll have access to a wide variety of individual Medicare plans available in your area. You can choose from Medicare Advantage, Medicare Supplement, and Medicare Prescription Drug plans with different coverage offerings and monthly premiums. You'll also have access to retiree dental and vision plan options. A team of Medicare experts, called benefit advisors, will provide you with personalized support in selecting and enrolling in an individual Medicare plan that's the best fit for your unique health needs and that works within your budget.

### Enrolling in coverage through Via Benefits

You can elect coverage through Via Benefits up to three months before the day your active employee medical coverage ends. As long as you elect coverage prior to your last day of employment, your coverage will generally be effective the first of the month after your last day of employment. If you do not elect medical coverage prior to your last day of employment, you will experience a gap in coverage between your coverage as an active employee and the coverage you elect through Via Benefits.

#### What is Via Benefits?

Via Benefits is a voluntary private Medicare coordinator service. It is not a public health insurance exchange. Public exchanges were established under the Affordable Care Act and are sometimes referred to as federal or state insurance exchanges.

## Information for those eligible for Medicare

**Steps to enroll****STEP 1****Complete your personal profile**

To help you find plans that meet your medical and financial needs, Via Benefits will collect information about you. You can reduce the time you spend on the phone during your enrollment appointment by gathering the information and entering it into your online personal profile before your call to enroll. Go to [my.viabenefits.com/wf](https://my.viabenefits.com/wf)<sup>1</sup> and select My Account. You'll need to provide an email address and create an account ID and password. If you don't complete your personal profile online a Via Benefits representative can fill it out for you when you call to schedule your enrollment appointment or when you call to enroll.

**STEP 2****Schedule a call to enroll**

You can schedule your call to enroll in coverage by going online to [my.viabenefits.com/wf](https://my.viabenefits.com/wf)<sup>1</sup> or calling Via Benefits at **1-866-202-9574** (TTY 711). Benefit Advisors are available Monday through Friday, 7:00 a.m. to 8:00 p.m. Central Time. Make sure to schedule your call to enroll as soon as possible to give yourself time to consider your options and enroll before your last day of employment. An enrollment call can take one to two hours to complete, so give yourself plenty of time.

**STEP 3****Review your plan options and enroll**

If you'd like, you can review the plans available in your area before your enrollment call by logging in to [my.viabenefits.com/wf](https://my.viabenefits.com/wf)<sup>1</sup> and selecting the Shop & Compare tab. Don't worry if you're unsure about which plans are right for you — your benefit advisor will help you understand your options and select coverage that meets your medical and financial needs during your enrollment appointment.

**Have the following information available for your Via Benefits enrollment appointment:**

- Your personal information, including your legal name, phone number, address, and Social Security number
- Your Medicare ID card, including your name as it appears on the card, your Medicare number, and your Medicare Part A and Part B effective dates
- Your prescription drug information
- Information about doctors you use
- Any other medical considerations that may help in identifying the plans that will best meet your needs

**Find out more about Via Benefits and the enrollment process**

- Access the Via Benefits Enrollment Guide: Go to [my.viabenefits.com/wf](https://my.viabenefits.com/wf)<sup>1</sup> and select Enrollment Guide.
- Watch a 30-minute video about Via Benefits and the enrollment process: Go to [my.viabenefits.com/wf](https://my.viabenefits.com/wf)<sup>1</sup> and select Medicare Retiree Presentation under Video and Audio.
- Contact Via Benefits at **1-866-202-9574** (TTY 711). Representatives are available Monday through Friday, 7:00 a.m. to 8:00 p.m. Central Time.

Via Benefits is a voluntary Medicare coordinator service offered by Willis Towers Watson. Via Benefits, and the plans it recommends, is not maintained or sponsored by Wells Fargo & Company and is not part of the Wells Fargo & Company Retiree Plan.

**If you have dependents who are not yet eligible for Medicare**

You can review pre-Medicare plan options available and elect pre-Medicare coverage by contacting the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1, 3.

Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m., Central Time. All relay service calls are accepted, including 711.

Your dependent will receive information about enrolling in coverage through Via Benefits about a year before turning age 65.

## COBRA continuation of active employee coverage

If you are enrolled in active employee medical, dental, vision, or Health Care Flexible Spending Account coverage on your last day of employment, you and your enrolled dependents will be eligible for COBRA continuation.

### What is COBRA?

COBRA is a **temporary** continuation of your active employee coverage that generally lasts for 18 months (in some circumstances, COBRA continuation may last for 36 months). You and each of your covered dependents can elect COBRA continuation independently. This means your covered spouse, partner, or other dependents can elect COBRA continuation even if you do not. Keep in mind, COBRA coverage automatically ends once you enroll in Medicare.

### Cost of coverage

Under COBRA continuation, you pay the full cost of coverage plus an administrative fee. Wells Fargo does not pay a portion of the cost like when you are enrolled in active employee coverage. This means COBRA continuation costs more than your active employee coverage. Refer to page 42 for the 2022 monthly COBRA cost by plan.

### Things to consider in determining if Retiree Medical or COBRA is the best solution for your situation:

- The length of time you'll need coverage, including coverage after you become eligible for Medicare
- The cost of coverage, taking into account any retiree medical subsidy for which you may be eligible

## Information for those eligible for Medicare

**Keep in mind**

You cannot be enrolled in COBRA coverage once you enroll in Medicare. Your Special Enrollment Period (SEP) allows you to enroll in Medicare during the eight-month period that begins the month after your employment ends. Enrolling in COBRA does not extend your Special Enrollment Period. You will not be eligible for a Medicare Special Enrollment Period when your COBRA coverage ends.

If you are eligible for Wells Fargo-sponsored retiree health care coverage and you are considering electing COBRA, keep in mind that you will not be able to elect Wells Fargo-sponsored retiree health care coverage after your COBRA coverage ends.

**Making your elections**

Following your last day of employment, a COBRA Election Notice and additional information about your COBRA continuation coverage options and costs will be mailed to your home address on record. You have until the later of either 60 days from the date of your COBRA Election Notice or 60 days from the date your active employee coverage ends to elect COBRA continuation.

**When coverage begins**

If you elect COBRA continuation, your coverage will not be in effect until your first premium payment is received. Once your premium payment is received, your coverage will generally be effective on the day after your active employee coverage ended. This means you will not have a gap in coverage between the time that your active employee coverage ends and your COBRA continuation coverage begins.

**How to find out more**

If you have questions about COBRA continuation, contact BenefitConnect™ | COBRA at 1-877-29COBRA (1-877-292-6272). Representatives are available Monday through Friday, 8:00 a.m. to 6:00 p.m. Central Time. All relay service calls are accepted, including 711.

For additional information about COBRA continuation coverage, refer to Appendix E of the *Benefits Book* in HR Services & Support.

## Health care accounts upon retirement

### Health Savings Account (HSA)

An HSA is an individually owned account. This means your HSA will continue to be yours even after you retire. Your HSA account number will remain the same and you can continue to use your current Health Savings Account Debit Mastercard®.

Once you are no longer enrolled in a Wells Fargo HSA-based medical plan for active employees, you will be responsible for the monthly service fee and any other fees associated with your HSA unless you enroll in COBRA continuation of an active employee HSA-based medical plan.

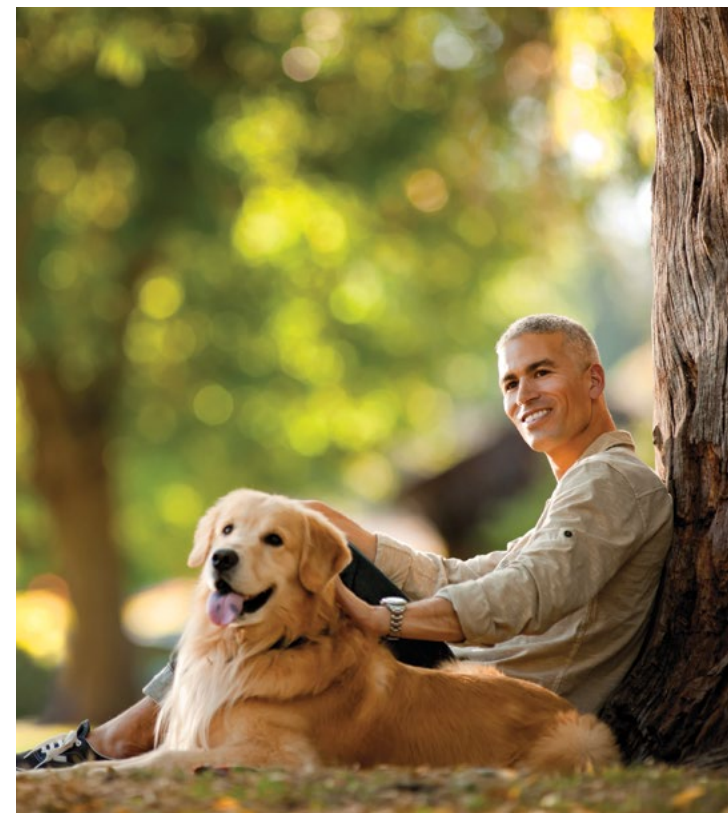
#### Using your HSA in retirement

Once you enroll in Medicare, you can no longer contribute to an HSA, but you can continue to use funds to pay for eligible expenses such as copays and coinsurance and premiums for Medicare Part B or Part D and Medicare Advantage plans. You cannot use HSA funds to pay premiums for Medicare Supplement plans (also known as Medigap plans). Remember, once you sign up for Medicare Part A, it will generally automatically begin retroactively six months before the date you sign up. CMS recommends that you stop contributing to your HSA at least six months before you enroll in Medicare. If you do not stop HSA contributions at least six months before Medicare enrollment, you may incur a tax penalty.

At age 65, you can take penalty-free distributions from your HSA for any reason. However, to be both penalty-free and tax-free, the distribution must be for a qualified medical expense. Withdrawals made for purposes other than qualified medical expenses are subject to ordinary income taxes.

### Health Reimbursement Account (HRA)

You will no longer have access to funds in your HRA, including health and wellness dollars, once your active employee medical coverage ends, unless you enroll in COBRA continuation coverage under the Copay Plan with HRA. Should you elect this COBRA plan, you will no longer access any remaining HRA funds using your HealthEquity Healthcare card. Please refer to Chapter 2 in the *Benefits Book* for more information on how access to your funds will work after you leave active employment.



#### Have questions about your HSA?

Call Optum Bank at 1-844-326-7967.

Representatives are available 24 hours a day, 7 days a week.



## Health Care Flexible Spending Account (FSA)

Your participation in the Full-Purpose Health Care FSA and the Limited Dental/Vision FSA will end on the last day of the month in which your last day of employment takes place. Expenses that are incurred after your participation in the FSA ends are not eligible for reimbursement (unless you are eligible to enroll in COBRA continuation coverage of your FSA, which requires you to make after-tax contributions to the FSA by ACH or check).

### Filing claims

- Once your participation in the FSA ends, your HealthEquity FSA Card will no longer be active. If, after your participation in the FSA has ended you are making payments for an FSA-eligible expense that was incurred while you were still participating in the FSA, you must use another form of payment and request reimbursement at [participant.wageworks.com](https://participant.wageworks.com).<sup>1</sup>
- You may continue to file claims for eligible expenses that were incurred before your participation in the FSA ended until your available account balance is zero or April 30 of the calendar year after your last day of employment — whichever occurs first. Any remaining balance after that time will be forfeited.

For additional information about Health Savings Accounts, Health Reimbursement Accounts and Health Care Flexible Spending Accounts, refer to the *Benefits Book*.

### What's the balance in your FSA?

Find out your current FSA balance by logging in to [participant.wageworks.com](https://participant.wageworks.com)<sup>1</sup> or contacting HealthEquity at 1-877-924-3967).

Representatives are available 24 hours a day, 7 days a week, excluding some holidays.





## Step 4

## Evaluate financial protection benefits

Financial protection benefits can serve as a safety net to help you protect against financial hardships that could affect your stability or the stability of your family. If you have coverage under the Wells Fargo & Company Life Insurance Plan (“Life Insurance Plan”), Wells Fargo & Company Accidental Death and Dismemberment Plan (“AD&D Plan”), or the Wells Fargo & Company Legal Services Plan (“Legal Services Plan”) on your last day of employment, you may be eligible to port or convert coverage in retirement. You also have the option to purchase voluntary long-term care insurance, which provides coverage for nonmedical, personal care that may be required over an extended period of time and is generally not covered by health plans or Medicare.





## Life insurance coverage

When you retire, your Basic Term Life, Optional Term Life, Spouse/Partner Optional Term Life, and Dependent Term Life Insurance coverage ends at the end of the month in which your last day of employment takes place.

You generally have 31 days from the date your active employee coverage ends to elect to continue life insurance coverage for yourself or your covered dependents through porting or converting options. These options do not require you or your dependents to have a medical exam or provide a Statement of Health.

### Porting

Porting means you continue the same group coverage at rates determined by the insurance carrier based on age and tobacco-use status. If you port your Basic Term Life or Optional Term Life coverage, the coverage reduces by 50% at age 70 and terminates at age 100. If you port your Spouse/Partner Optional Term Life coverage, the coverage terminates when your spouse or partner reaches age 70. If you port your Dependent Term Life coverage, coverage terminates when your dependent child reaches age 25.

### Converting

Converting means your group coverage will change to an individual Whole Life policy with a third-party financial specialist. Rates are generally higher for a Whole Life policy because it provides lifelong coverage and does not have age reduction rules.

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### Electing to port or convert coverage

By the end of the month after your last day of employment, you will receive a personalized information packet from MetLife that includes each of your continuation of coverage options. If you don't receive your personalized information packet within 30 days after your last day of employment, contact MetLife at **1-866-549-2320**. Representatives are available Monday through Friday, 7:00 a.m. to 10:00 p.m. Central Time. Relay service calls are accepted.

If you want to port your coverage, you must return the form to MetLife by the deadline included in your personalized information packet, generally within 31 days of the date your active employee life insurance coverage ends.

If you want to convert your coverage to a Whole Life Policy, you should make an appointment by calling MetLife at **1-866-549-2320** generally within 31 days of the date your active employee life insurance coverage ends. If you choose to port or convert your coverage, you will designate beneficiaries directly with MetLife once the coverage is in place.

**Life insurance options and eligibility**

<b>Plan coverage</b>	<b>Can you port your coverage?</b>	<b>Can you convert to an individual insurance policy?</b>
<b>Basic Term Life</b>	Yes. You can port all or a portion of your coverage. Coverage will be reduced by 50% at age 70 and terminate at age 100.	Yes.
<b>Optional Term Life</b>	Yes, you can port all or a portion of your coverage, up to \$2,000,000. Coverage will be reduced by 50% at age 70 and terminate at age 100.	Yes,
<b>Spouse/Partner Optional Term Life</b>	Yes, you can port all or a portion of your Spouse/Partner Optional Term Life coverage, up to \$250,000. Coverage terminates at age 70.	Yes.
<b>Dependent Term Life</b>	Yes, you can port all of your Dependent Term Life coverage, or \$20,000. Ported dependent coverage terminates at age 25.	Yes.

**Note:** The above porting options cover the Minnesota Continuation Law, where Minnesota residents terminating employment with Wells Fargo can continue their Basic Term Life, Optional Term Life, Spouse/Partner Optional Term Life, and Dependent Term Life coverages.

## Accidental Death and Dismemberment (AD&D) Plan coverage

When you retire, your AD&D Plan coverage ends at the end of the month in which your last day of employment takes place. If you are enrolled in the AD&D Plan on your last day of employment, you may port the coverage under the AD&D Plan to an individual policy. Your covered spouse, domestic partner, or dependent may also elect to port coverage to an individual policy when the coverage ends. You and all of your covered dependents may port a minimum of \$25,000 of coverage in increments of \$1,000, up to your current coverage amount, but not to exceed \$250,000.

### Electing to port coverage

By the end of the month after your last day of employment, you will receive a personalized information packet from Metropolitan Life Insurance Company (MetLife) that includes your AD&D Plan porting options.

If you want to port coverage, you must return the form to MetLife by the deadline included in your personalized information packet, generally within 31 days of the date your active employee AD&D Plan coverage ends. If you do not receive your personalized information packet within 30 days after your last day of employment, contact MetLife at **1-866-549-2320**. Representatives are available Monday through Friday, 7:00 a.m. to 10:00 p.m. Central Time. Relay service calls are accepted.

## Legal Services Plan

When you retire, your coverage under the Legal Service Plan ends at the end of the month in which your last day of employment takes place. You have the option to convert coverage to an individual policy within 90 days of the date your active employee coverage ends.

### Electing to convert coverage

About three weeks after your last day of employment, you will receive a letter from ARAG® outlining the steps you should take if you would like to convert your Legal Services Plan coverage to an individual policy. You must elect coverage and send payment to ARAG within 90 days of the date your active employee coverage ends.

If you have questions about the Legal Services Plan, contact ARAG at **1-800-299-2345** (TTY 1-800-383-4184). Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. You can also log in to [araglegalcenter.com](https://araglegalcenter.com)<sup>1</sup> (access code 16862wfc).



## Voluntary Long-Term Care Insurance

Long-term care insurance helps pay the cost for personal care needs that may be required over an extended period of time and are generally not covered by health plans or Medicare. Most long-term care is not medical care. It is help with basic personal tasks of everyday living, such as bathing, dressing, and eating. Care may be provided at home, in an assisted living facility, or in a nursing home. Long-term care policies generally reimburse policyholders a daily amount up to a maximum per day.

### Learn more

To find out about voluntary long-term care insurance policies available to you, your spouse or domestic partner, your parents, or your in-laws, go to [wells.legacyltci.com](https://wells.legacyltci.com).<sup>1</sup> You can also contact a representative at **1-800-230-3398**, extension 101. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. Relay service calls are accepted.

The policies offered are individual insurance contracts, which require medical underwriting. The policies are not sponsored or maintained in any way by Wells Fargo. To apply, you will need to complete a medical questionnaire and the provider will pull your medical records.

The information about long-term care insurance provided above is for informational purposes only. Long-term care insurance is not a Wells Fargo-sponsored benefit.



## Step 5

# Enjoy your retirement

You've made it — congratulations! As you begin your retirement, it's important to have a plan for ongoing personal growth, remaining productive and energized, and maintaining a sense of purpose and personal fulfillment. Whether you plan to relax and spend time with family and friends or turn a hobby into a second career, your retirement is going to be a change from the routine you're familiar with today. Like most things in life, you'll get the most out of your retirement by planning ahead. Start by thinking about how you'll replace your work routine with a retirement routine. Look for ways to stay active and involved and take advantage of discounts that will continue to be available to you as a Wells Fargo retiree.





## Prepare for a rewarding retirement

As you think about how you're going to spend your time in retirement, there are a number of resources available to support you.

### LifeCare®

LifeCare is a resource and referral program that will continue to be available to you through the last day of the month in which your last day of employment takes place.

LifeCare offers you access to educational articles, webinars, and discussion groups on retirement-related topics such as personal life in retirement, tips for a fulfilling retirement, and pursuing continuing education in retirement.

You can also access LifeCare over the phone 24 hours a day, 7 days a week, and receive support from a specialist who can connect you with classes, volunteer opportunities, and other resources in your community. Whether you're looking for a yoga class near your home or someone to help you out with home repairs that need attention, LifeCare specialists will do the research for you and offer solutions to meet your needs.

## Take advantage of health and well-being resources

Taking care of your health in retirement is a must. Keeping your body busy and active will boost your energy, and keeping up with preventive care and screenings may help you feel your best and live longer. Whether you elect health care coverage through Wells Fargo or get your coverage elsewhere, many retiree health care plans offer access to a number of programs to help you maintain good health in retirement. Some common types of programs include gym memberships, support from nurses in managing a chronic condition, rewards for completing preventive screenings, drug discount programs, caregiver support programs, and local health fairs. Contact your health plan to learn more about resources available to support you in achieving your optimal level of health in retirement.

### LifeCare is a simple click or phone call away

From work: On HR Services & Support, go to HR Tools, and under Benefits select LifeCare.

From home: Go to [member.lifecare.com](https://member.lifecare.com).<sup>1</sup> If you're not yet registered for the site, select Start Now and, when prompted, use registration code **wellsfargo**. Once logged in, search for topics of interest to you.

You can also contact a LifeCare specialist at **1-866-592-7213** (TTY 1-800-873-1322). Specialists are available 24 hours a day, 7 days a week.

## Take advantage of discounts available to Wells Fargo retirees

As a Wells Fargo retiree, you have access to discounts that will help your retirement savings last.

### Discounts on everyday products like travel, entertainment, and electronics

As a Wells Fargo retiree, you will continue to have access to discounts on everyday products and services such as hotels, car rentals, cruises, sporting events, restaurants, electronics, gym memberships, and more through LifeMart®.

Access LifeMart everyday discounts online:

- From work: On HR Services & Support, go to HR Tools, and under Benefits select LifeCare.
- From home: Go to [discountmember.lifecare.com](https://discountmember.lifecare.com)<sup>1</sup> and use WELLSFARGOUSER (one word, all capital letters) as your screen name and password.



**Continue to take advantage of Wells Fargo employee financial discounts**

If you are in a benefits-eligible position on your last day of employment and you meet the retirement eligibility criteria for continued access to Wells Fargo employee financial discounts, you may be eligible to continue to access the following in retirement.

**Wells Fargo Team Member<sup>SM</sup> Checking**

As a Wells Fargo retiree, you may continue to have access to Wells Fargo Team Member Checking with no monthly service fee<sup>2</sup>, and the following:

- Earns interest every day that the account's collected balance is \$500 or more.
- Waived non-Wells Fargo ATM transaction fee and up to three surcharge reimbursements for cash withdrawals at non-Wells Fargo ATMs per fee period in the U.S.<sup>3</sup>
- Free personalized checks (excluding Home Desk design).
- No fee cashier's checks and money orders.
- 20% discount on annual safe deposit box rent.
- No fee stop payments on your Wells Fargo Team Member Checking account.
- No fee domestic or international wire transfers (incoming and outgoing) from your Wells Fargo Team Member Checking account.

You must be a Wells Fargo Team Member Checking account owner on your last day of employment to maintain that account in retirement.<sup>2</sup> To learn more or sign up for Wells Fargo Team Member Checking, visit any branch or call **1-800-932-6736**.

**Wells Fargo Platinum Savings**

We will waive the monthly service fee\* for Platinum Savings for current and retired employees.

\*If Wells Fargo Human Resources no longer classifies you as a current or retired employee, the Platinum Savings monthly service fee will apply, unless you meet one of the options to avoid this fee.

**Wells Fargo Employee Home Mortgage Program<sup>4</sup>**

Take advantage of exclusive home financing benefits. To learn more, visit your local branch, contact the Employee Home Mortgage Program team at **1-844-4-TEAMWF** (1-844-483-2693) or go to [wellsfargo.com/employeehomemortgage](https://wellsfargo.com/employeehomemortgage).

**Are you eligible to continue accessing employee financial discounts in retirement?**

You may be, if you are in a benefits-eligible regular or part-time position on your last day of employment and you meet one of the following:

- Age 55 with at least 10 completed years of service
- Age 65 with at least one completed year of service, or
- 80 points (based on age + completed years of service)

You must be classified with a Normal Retirement indicator to be eligible.



## Support available along the way

As you approach retirement, you have a number of resources available to answer questions you may have about the various benefit plans available to you. Hold onto this contact list to use as a resource after you're retired when you have questions, need to update your contact information, or make changes to your beneficiaries on file.

Plan	Over the phone	Online from work	Online from home (before or after you retire)
401(k) Plan	<b>1-877-HRWELLS</b> (1-877-479-3557), option 1, 1, 1. (relay service calls accepted) Monday through Friday, from 7:00 a.m. to 9:00 p.m., and Saturdays from 8:00 a.m. to 4:30 p.m. Central Time	From HR Services & Support, go to HR Tools, and under Benefits select 401(k) Plan.	Go to <a href="https://my401kplan.wf.com">my401kplan.wf.com</a> .
Accidental Death & Dismemberment (AD&D) Plan	<b>1-866-549-2320</b> (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Online services not available.	Online services not available.
Cash Balance Plan	<b>1-877-HRWELLS</b> (1-877-479-3557), option 1, 1 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	From HR Services & Support, go to HR Tools, and under Benefits select Cash Balance Plan.	Go to <a href="https://benefitconnect.wf.ehr.com/ess.1">benefitconnect.wf.ehr.com/ess.1</a>
COBRA	<b>1-877-29COBRA</b> (26272) (TTY: 1-877-292-6272) (relay service calls accepted) Monday through Friday from 8:00 a.m. to 6:00 p.m. Central Time	Go to <a href="https://cobra.ehr.com.1">cobra.ehr.com.1</a>	Go to <a href="https://cobra.ehr.com.1">cobra.ehr.com.1</a>
Commuter Benefit	<b>1-877-924-3967</b> (relay service calls accepted) 24 hours a day, 7 days a week, excluding some holidays.	From HR Services & Support, go to HR Tools, and under Benefits select HealthEquity.	Go to <a href="https://teamworks.wellsfargo.com">teamworks.wellsfargo.com</a> and select HealthEquity under Claims Administrators.
Deferred Compensation	<b>1-888-383-2203</b> , option 1 Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time	From HR Services & Support, go to HR Tools, and under Pay select the Deferred Compensation tool.	Go to <a href="https://bfp-skycomp.com/wf.1">bfp-skycomp.com/wf.1</a>
Discounts through LifeMart®	<b>1-866-592-7213</b> (TTY: 1-800-873-1322) 24 hours a day, 7 days a week	From HR Services & Support, go to HR Tools, and under Benefits select LifeCare.	Go to <a href="https://discountmember.lifecare.com.1">discountmember.lifecare.com.1</a> and use WELLSFARGOUSER (one word, all capital letters) as your screen name and password.
Health Savings Account (HSA)	<b>1-844-326-7967</b> (relay service calls accepted) 24 hours a day, 7 days a week	From HR Services & Support, go to HR Tools, and under Benefits select Optum Bank.	Go to <a href="https://teamworks.wellsfargo.com">teamworks.wellsfargo.com</a> and select Optum under Claim Administrators.

Plan	Over the phone	Online from work	Online from home (before or after you retire)
Health Care Flexible Spending Account (FSA)	1-877-924-3967 (relay service calls accepted) 24 hours a day, 7 days a week, excluding some holidays	From HR Services & Support, go to HR Tools, and under Benefits select HealthEquity.	Go to <a href="https://teamworks.wellsfargo.com">teamworks.wellsfargo.com</a> and click <b>HealthEquity</b> under Claims Administrators.
Legal Services Plan	1-800-299-2345 (TTY: 1-800-383-4184) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Go to <a href="https://ARAGLegalCenter.com">ARAGLegalCenter.com</a> <sup>1</sup> (access code 16862wfc).	Go to <a href="https://ARAGLegalCenter.com">ARAGLegalCenter.com</a> <sup>1</sup> (access code 16862wfc).
LifeCare®	1-866-592-7213 (TTY: 1-800-873-1322) 24 hours a day, 7 days a week	From HR Services & Support, go to HR Tools, and under Benefits select LifeCare.	Go to <a href="https://member.lifecare.com">member.lifecare.com</a> <sup>1</sup> If you're not yet registered, click <b>Start Now</b> and, when prompted, use registration code wells Fargo.
Life Insurance Plan	1-866-549-2320 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Online services not available.	Online services not available.
Long-Term Care Insurance	1-800-230-3398, extension 101 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Go to <a href="https://wells.legacyltci.com">wells.legacyltci.com</a> <sup>1</sup>	Go to <a href="https://wells.legacyltci.com">wells.legacyltci.com</a> <sup>1</sup>
Long-Term Cash Award Plan	1-888-383-2203, option 1 Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time	From HR Services & Support, go to HR Tools, and in the Search tool type Executive Compensation.	Go to <a href="https://bfp-skycomp.com/wf">bfp-skycomp.com/wf</a> <sup>1</sup>
Long-Term Incentive Compensation	1-866-463-1070 (TTY: 1-800-231-5469) Monday through Friday, 2:00 a.m. to 8:00 p.m. Central Time, excluding bank holidays	From HR Services & Support, go to HR Tools, and in the Search tool type About LTICP.	Go to <a href="https://teamworks.wellsfargo.com">teamworks.wellsfargo.com</a> and click <b>Log-In Help</b> under Long-Term Incentive Compensation Plan.
Medicare (administered by the Social Security Administration)	1-800-772-1213 (TTY: 1-800-325-0778) Monday through Friday, 7:00 a.m. to 7:00 p.m.	Go to <a href="https://medicare.gov">medicare.gov</a> <sup>1</sup>	Go to <a href="https://medicare.gov">medicare.gov</a> <sup>1</sup>
Retiree health care — Via Benefits™	1-866-202-9574 (TTY: 711) Monday through Friday, 7:00 a.m. to 8:00 p.m. Central Time	Go to <a href="https://my.viabenefits.com/wf">my.viabenefits.com/wf</a> <sup>1</sup>	Go to <a href="https://my.viabenefits.com/wf">my.viabenefits.com/wf</a> <sup>1</sup>
Retiree health care — Wells Fargo Retirement Service Center	1-877-HRWELLS (1-877-479-3557), option 1, 3 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Go to <a href="https://benefitconnect.wf.ehr.com/ess">benefitconnect.wf.ehr.com/ess</a> <sup>1</sup>	Go to <a href="https://benefitconnect.wf.ehr.com/ess">benefitconnect.wf.ehr.com/ess</a> <sup>1</sup>

Plan	Over the phone	Online from work	Online from home (before or after you retire)
Social Security Administration	<b>1-800-772-1213</b> (TTY: 1-800-325-0778) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Go to <a href="https://ssa.gov">ssa.gov</a> . <sup>1</sup>	Go to <a href="https://ssa.gov">ssa.gov</a> . <sup>1</sup>
Stock Purchase Plan	<b>1-877-HRWELLS</b> (1-877-479-3557), option 1 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	From HR Services & Support, go to HR Tools, and in the Search tool type Stock Purchase Plan.	Go to <a href="https://teamworks.wellsfargo.com">teamworks.wellsfargo.com</a> and click <b>Stock Purchase Plan</b> under Retirement & Stock Plans.
Supplemental 401(k) Plan	<b>1-877-HRWELLS</b> (1-877-479-3557), option 1, 1, 1. Monday through Friday, 7:00 a.m. to 9:00 p.m. Central Time and Saturday, 8:00 a.m. to 4:30 p.m. Central Time	From HR Services & Support, go to HR Tools, and under Benefits select 401(k) Plan.	Go to <a href="https://my401kplan.wf.com">my401kplan.wf.com</a> .
Supplemental Cash Balance Plan	1-877-HRWELLS (1-877-479-3557), option 1, 1, 2 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	From HR Services & Support, go to HR Tools, and under Benefits select the Cash Balance Plan tool.	Go to <a href="https://benefitconnect.wf.ehr.com/ess">benefitconnect.wf.ehr.com/ess</a> . <sup>1</sup>
Wells Fargo Bonus Plan	<b>1-877-HRWELLS</b> (1-877-479-3557), option 2, 1 (relay service calls accepted) Monday through Friday, 8:00 a.m. to 5:00 p.m. in your time zone	Go to HR Services & Support and search “Incentive Plans” for more information about the Wells Fargo Bonus Plan.	Online services not available.
Wells Fargo Platinum Savings	<b>1-800-932-6736</b>	On Teamworks, go to the <a href="#">Employee Financial Health</a> site.	Online services not available.
Wells Fargo Team Member <sup>SM</sup> Checking	<b>1-800-932-6736</b>	On Teamworks, go to the <a href="#">Employee Financial Health</a> site.	Online services not available.
Wells Fargo Employee Home Mortgage Program	<b>1-844-4-TEAMWF</b> (1-844-483-2693)	Go to <a href="https://wellsfargo.com/employeehomemortgage">wellsfargo.com/employeehomemortgage</a> .	Go to <a href="https://wellsfargo.com/employeehomemortgage">wellsfargo.com/employeehomemortgage</a> .

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The information in this guide is intended to summarize aspects of some compensation and benefit plans (“Plan(s)”) sponsored by Wells Fargo & Company (“Wells Fargo”) in an easy-to-understand format. It is not intended to provide a full description of each Plan. Please review the applicable Summary Plan Descriptions, the Prospectus Documents, the official Plan documents, and/or the award agreements, as applicable, for more information. In case of any conflict between the information provided in this guide and the official Plan documents, the official Plan documents govern. If there are any errors in this information, Wells Fargo reserves the right to correct such errors. Wells Fargo also reserves the unilateral right to amend, modify, or terminate any of its benefit plans, programs, policies, or practices at any time, for any reason, with or without notice. Any such amendment, modification, or termination may apply to current and future participants, covered spouses or domestic partners, covered dependents, and beneficiaries.

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2. If you are no longer classified as a current or retired employee by Human Resources, the Team Member<sup>SM</sup> Checking account will convert to a standard Wells Fargo checking account and the terms and conditions of that account will apply.
3. Fees charged by non-Wells Fargo ATM owner/operator may apply.
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