



WELLS
FARGO

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 team member, 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 all 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!

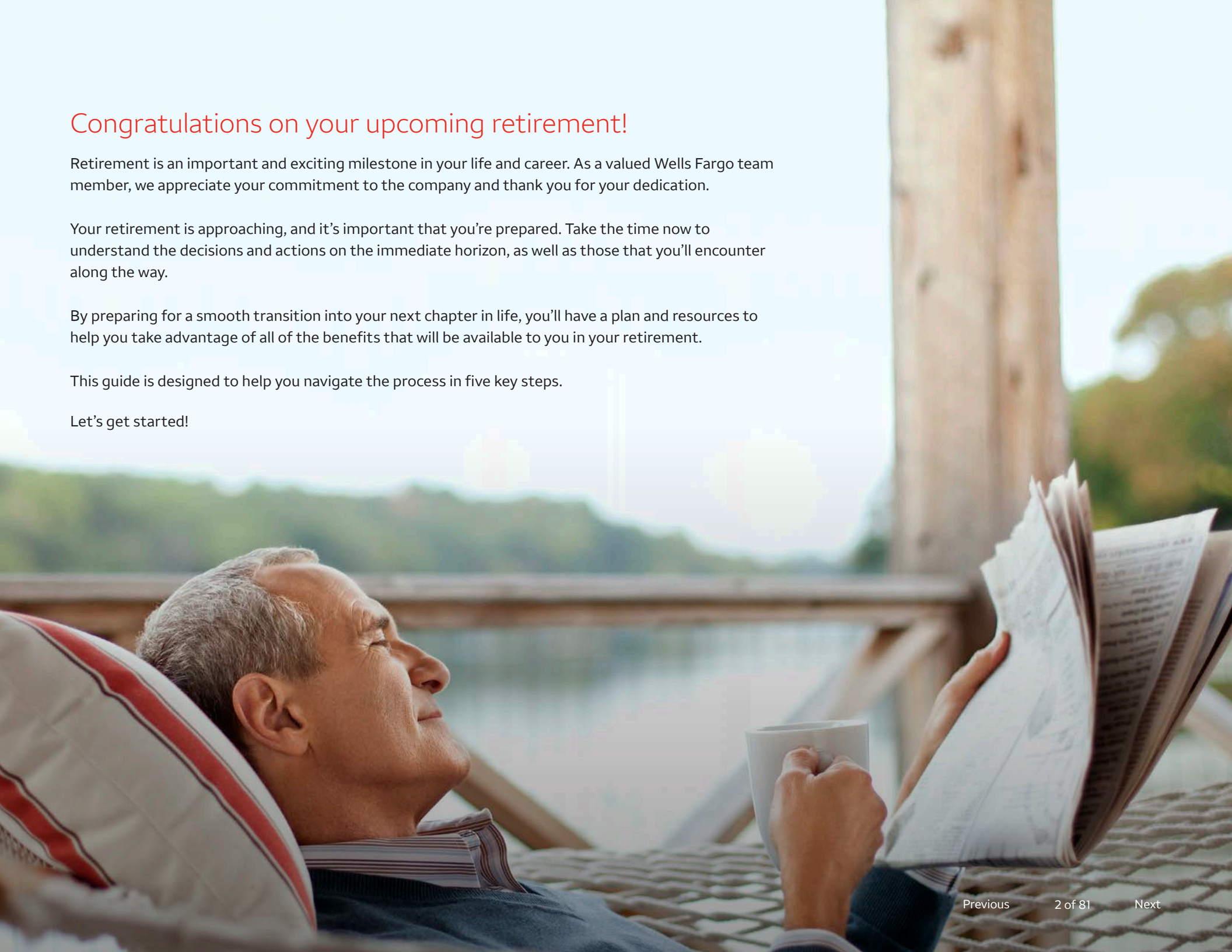


Table of contents



- 04 Introduction**
Your retirement timeline
Find information about the steps you'll need to take and when to take them to make the most of your next chapter.

- 06 Step 1**
Get ready to retire
Learn about all the Wells Fargo retirement benefits you may be eligible for and how to qualify. Then, choose the retirement date that works best for you.

- 16 Step 2**
Set up your retirement income
Structure your retirement income to last as long as you need it to. Get specific information about Wells Fargo plans and general information about social security.

- 36 Step 3**
Decide upon health care coverage in retirement
Evaluate all the health care coverage options available to you. These will vary depending on Medicare eligibility and other requirements.

- 65 Step 4**
Evaluate financial protection benefits
Financial protection benefits including life insurance, long-term care insurance, and other plans can serve as a financial safety net. Learn how to create yours.

- 72 Step 5**
Enjoy your retirement
Take advantage of health and well-being resources, as well as Wells Fargo discounts on everyday products like travel, entertainment, and electronics. You've earned them!

- 77 Support available along the way**

- 80 Disclaimers, notices, and disclosures**

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 you want to begin receiving the benefit the month after your retirement.

Your last day of employment

Active team member 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 team member 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)

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 distribution 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 team members 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.

Retiree continuation of Optional Term Life coverage:

You may elect to continue your group Optional Term Life coverage in retirement and you will not be required to complete a medical exam or provide a Statement of Health. Rates are determined by Metropolitan Life Insurance Company (MetLife) based on your age and tobacco-use status.

See [Step 4: Evaluate Financial Protection Benefits](#) for more details.

If you meet these eligibility requirements...

In a benefits-eligible full-time or part-time position 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.

You may be eligible for...

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

If you meet all of the terms and conditions of your plan and your last day of employment is during the year or before the date of award payment, 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 team member financial discounts:

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

- One *Wells Fargo Team Member*SM Checking account
- One Wells Fargo Platinum Savings account with no monthly service fee
- Discounted safe deposit box rent
- 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 benefits-eligible full-time or part-time position 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 distribution following your last day of employment. However, it's important to note that the IRS may impose an early distribution tax of 10% on some forms of distributions 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):

As part of the Broad Based RSR award granted on February 6, 2018, a pro-rata vesting schedule has been established for team members who voluntarily end their employment and meet the retirement eligibility criteria under the LTICP between the February 6, 2018, grant date and the vest date of February 5, 2020.

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 an EQ 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 and were rehired by Wells Fargo), prior full years of service, as documented in PeopleSoft, the Wells Fargo Human Resources Information System (HRIS), are credited, regardless of the length of separation. However, in some cases prior service is not documented in the HRIS and, as a result, will not be included in the retirement calculation under the LTICP.

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 the balance summary on the [Time Tracker](#) home page or click the [View Balance Details](#) link on [Time Tracker](#).

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, on the [Personal Information](#) page of Teamworks.

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. 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

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

From work: On Teamworks, go to Pay & Benefits and click **401(k) Plan Sign-On** under Benefits Tools. Once signed on, go to My Account then My Profile and select Manage Beneficiary.

From home: Go to teamworks.wellsfargo.com and click **Wells Fargo & Company 401(k) Plan — Active Team Members**. Once signed on, go to My Account then My Profile and select Manage Beneficiary.

Cash Balance Plan

1-877-HRWELLS (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 work: On Teamworks, go to Pay & Benefits and click **Cash Balance Plan Sign-On** under Benefits Tools. Once signed on, select My Beneficiaries.

From home: Sign on to benefitconnect.wf.ehr.com/ess¹ 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 Teamworks, go to Pay & Benefits and click **HSA Sign-On** under Benefits Tools. Once signed on, go to Settings, then Beneficiaries.

From home: Go to 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: On Teamworks, go to Pay & Benefits and click **Your Benefits Tool Sign-On** under Benefits Tools. Once signed on, select Beneficiary Designation.

From home: Go to 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 Teamworks, search “about deferred compensation.” On the About Deferred Compensation page, click **Deferred Compensation Sign-On**. Once signed on to SkyComp, select Beneficiaries under Plan Options.

From home: Go to the SkyComp website at bfp-skycomp.com/wf¹ and select Beneficiaries under Plan Options.

Long-Term Incentive Compensation Plan (LTICP)

1-877-574-1039
Monday through Friday during normal business
hours (Central Time)

From work: On Teamworks, search “Teamworks — About LTICP.” On the **About LTICP** page, select Plan 85 Beneficiary Form (PDF) under Plan Resources in the right-rail column.

From home: Go to 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 Teamworks, go to Pay & Benefits and click [WageWorks Sign-On](#) under Benefits Tools.
- From home: Go to teamworks.wellsfargo.com and select WageWorks under Claims Administrators.

Over the phone:

Contact WageWorks® at **1-877-WAGEWORKS** (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 Commuter Cards: If you have a balance on your Transit or Vanpool WageWorks Commuter Card 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 WageWorks Commuter Card: Your Parking WageWorks Commuter Card 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 teamworks.wellsfargo.com and select WageWorks under Claims Administrators.
- Click **Submit Receipt** or **Claim** under the Dashboard section of the page.
- Select **Pay Me Back** and follow the prompts to complete your online claim.
- 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, which will provide information about your 401(k) Plan distribution options. Along with this brochure, you'll receive a Special Tax Notice Regarding Plan Distributions ("Special Tax Notice"), which provides general tax and rollover information, including the special tax treatment for certain distributions of Wells Fargo & Company common stock. You can also access the [401\(k\) Plan Summary Plan Description \(SPD\)](#) for important information about the 401(k) Plan, including distribution options in retirement. Review these materials anytime on the 401(k) Plan site and talk to a tax or financial advisor before taking a distribution from the 401(k) Plan.

Check your 401(k) Plan account balance

On Teamworks, go to Pay & Benefits and select [401\(k\) Plan Sign-On](#) under Benefits Tools.

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

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 taking a distribution from the 401(k) Plan, you'll need to determine whether you want to receive the stock as a cash payment or "in kind."

- Distributed as cash means the Wells Fargo stock is sold and paid in cash.
- Distributed "in kind" means the Wells Fargo stock is transferred as shares and not sold.

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

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

Your options

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

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

! Your action required

OPTION 1

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) or a partial lump sum (paid to you in two or more partial payments).
- Keep in mind, the IRS may impose an early distribution tax of 10% if you select this option before you reach age 59½ unless an exception applies.

! Your action required

OPTION 2

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

Leave it

- You can leave your retirement savings in the 401(k) Plan until age 70½ when you are required to take a full distribution.
- Tax rules require you to begin receiving distribution 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 70½, whichever is later.

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

Your distribution will generally be made in the form of a check mailed to your home address on record within five business days of the date the distribution is requested. Wells Fargo stock distributed in the form of shares will be sent separately and could take some additional processing time. If you elect an in-kind stock payment, your shares will be transferred to EQ as a book-entry statement. A Direct Registration 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 plan specialist at **1-877-HRWELLS** (1-877-479-3557), option 1, 1, after your last day of employment.
- If you don't want to receive your 401(k) Plan account balance as cash, you must provide alternate instructions before the automatic distribution 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. Plan specialists are available Monday through Friday, 7:00 a.m. to 8:00 p.m. Central Time. Relay service calls are accepted.

Read the Special Tax Notice for important information

On Teamworks, go to Pay & Benefits and click [401\(k\) Plan Sign-On](#) under Benefits Tools. Once signed on, go to Plan Resources under Plan Information.

You may also contact **1-877-HRWELLS** (1-877-479-3557), option 1, 1, to have a copy mailed to you.

Requesting a distribution

A team of plan specialists is available to help you understand your distribution options. They will explain how each option might affect your 401(k) Plan savings and walk you through the distribution process.

While you can contact a plan specialist anytime to review your options, you can't initiate a distribution 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 distribution over the phone or online.

- **Over the phone:**

- Call **1-877-HRWELLS** (1-877-479-3557), option 1, 1.
- Plan specialists are available Monday through Friday, 7:00 a.m. to 8:00 p.m. Central Time. Relay service calls are accepted.

- **Online:**

- If you use online banking with *Wells Fargo Online*®, you can use your existing wells Fargo.com username and password to sign on and access your 401(k) Plan account.
- Go to teamworks.wellsfargo.com. Under Wells Fargo & Company 401(k) Plan, select the Inactive Team Members link and then choose [401\(k\) Plan Sign-On](#).

Once you retire, your access to the 401(k) Plan site will change and you will need to register for online access. To do this, select First Time User and register. Then, select Actions & Investments and choose Withdrawals.

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 distribution. You will receive forms about spousal consent at the time you request a distribution unless you elect to receive your distribution 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, the loan balance is immediately due to be repaid. The loan payment deadline is the earlier of: (1) the date your distribution 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 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 distribution from the 401(k) Plan, the defaulted amount will be subtracted from your 401(k) Plan balance.

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

Once you retire, you can continue to access the 401(k) Plan site or speak with a plan specialist to obtain account information, update beneficiary information, reallocate your investments, request a distribution, or perform other transactions.

To access information online, you have two options:

- If you use online banking with *Wells Fargo Online*® you can use your existing wells Fargo.com username and password to sign in and access your 401(k) Plan account.
- Go to teamworks.wellsfargo.com. Under Wells Fargo & Company 401(k) Plan, select the Inactive Team Members link and choose **401(k) Plan Sign-On**. Enter your username and password. If you don't have a username and password, select First Time User and register for secure access.

To work with a plan specialist over the phone:

- Call **1-877-HRWELLS** (1-877-479-3557), option 1, 1.
- Plan specialists are available Monday through Friday, 7:00 a.m. to 8:00 p.m. Central Time. Relay service calls are accepted.

Discretionary profit sharing eligibility for retirement year

If you are age 65 or older at the time of your retirement and you meet the eligibility requirements for profit sharing, you are not required to be employed on December 31 and will receive any discretionary profit sharing contribution made 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. Profit sharing contributions are typically deposited in April following the end of the plan year for which the profit sharing 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 team members 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.

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. 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

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

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

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 70½, 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

On Teamworks, go to Pay & Benefits and click [Cash Balance Plan Sign-On](#) under Benefits Tools.

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.

On Teamworks, go to Pay & Benefits and click Cash Balance Plan Sign-On under Benefits Tools. 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. Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. Relay service calls are accepted.

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.
- Representatives are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. Relay service calls are accepted.

- **Online:**

- From work: On Teamworks, go to Pay & Benefits and select [Cash Balance Plan Sign-On](#) under Benefits Tools.
- From home: Sign on to benefitconnect.wf.ehr.com/ess,¹ 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

On Teamworks, go to Pay & Benefits and click [Cash Balance Plan Sign-On](#) under Benefits Tools. Choose Cash Balance Plan 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, 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 team members 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 from EQ 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
- Transfer full shares over to a Wells Fargo & Company Direct Registration Account (DRS account) and sell the fractional shares
- Transfer shares over to the Wells Fargo & Company Direct Purchase and Dividend Reinvestment Plan

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

How to request a distribution

- Contact EQ at **1-877-HRWELLS** (1-877-479-3557), option 1, 1, and provide instructions on how you would like your shares distributed.
- Stock Purchase Plan specialists are available Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time. Relay service calls are accepted.

If you do not call to request a distribution within 60 days of your last day of employment, a withdrawal will be automatically processed. 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

On Teamworks, go to Pay & Benefits and click [Stock Purchase Plan](#) under Managing Your Shares.

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

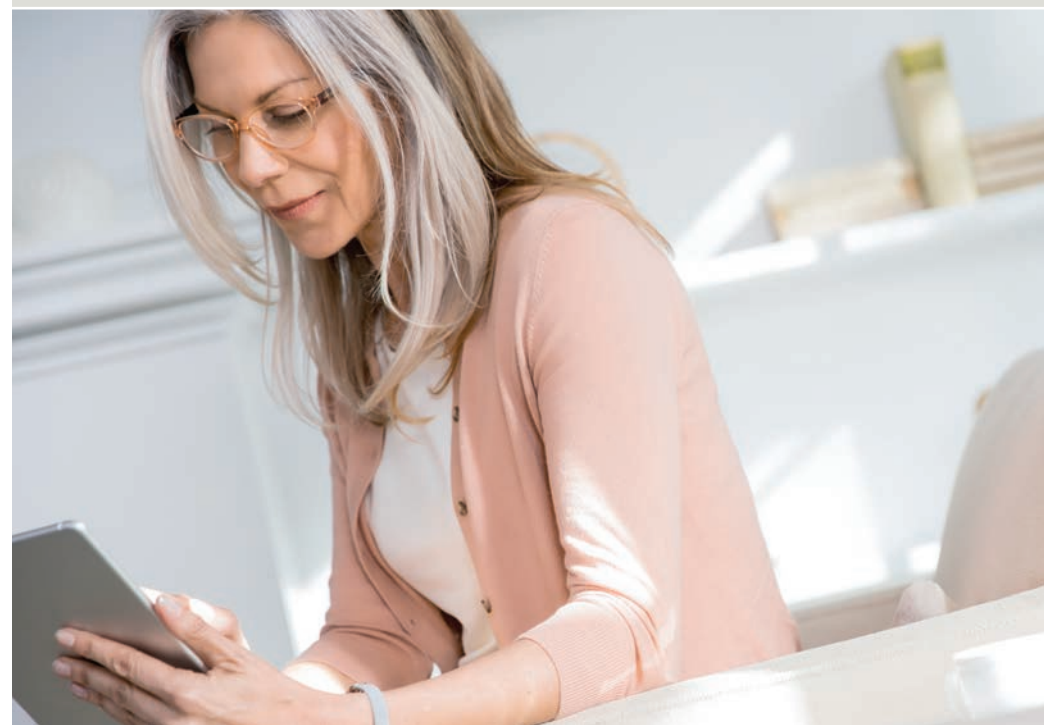
The Social Security Administration recommends that you apply for Social Security retirement benefits three months before you want your benefit to begin. You can apply for Social Security retirement benefits using one of the options below:

- Online: Visit ssa.gov/retire¹
- 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.¹



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

Discretionary plans (including Wells Fargo Bonus Plan)

If you meet all of the terms and conditions of your plan, and your last day of employment is during the year or before the date of award payment, 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 in 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 Team Member Care at **1-877-HRWELLS** (1-877-479-3557), option 2, 1 (TDD/TTY: 1-800-988-0161). Representatives are available Monday through Friday, 8:00 a.m. to 5:00 p.m. in your time zone. Relay service calls are accepted.

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 \(PDF\)](#).

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 team members, the following requirements apply:

You must be in a benefits-eligible full-time 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

As part of the Broad Based RSR award granted on February 6, 2018, a pro-rata vesting schedule has been established for team members who voluntarily end their employment and meet the retirement eligibility criteria under the LTICP between the February 6, 2018, grant date and vest date of February 5, 2020. These team members will vest in one-eighth, or 12.5%, of the award for every full three-month period worked (rounded down to the nearest whole number of shares). These shares will be delivered within 90 days of the team member's retirement date.

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 an EQ 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 and were rehired by Wells Fargo), prior full years of service, as documented in PeopleSoft, the Wells Fargo Human Resources Information System (HRIS), are credited, regardless of the length of separation. However, in some cases prior service is not documented in the HRIS and, as a result, will not be included in the retirement calculation under the LTICP.

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 Teamworks, search for “Teamworks — About LTICP.” On the About LTICP page, select [Long-Term Equity Awards Sign-On](#).
- From home: Go to teamworks.wellsfargo.com and select Log-In Help under Long-Term Incentive Compensation Plan.

Confirming eligibility

To confirm whether you meet the retirement eligibility requirements for the LTICP or to ask other questions about the LTICP, contact Executive Compensation at **1-877-574-1039**. Representatives are available Monday through Friday during normal business hours, Central Time. You can also email questions to Executive Compensation at excomp@wellsfargo.com.

Additional information about the Long-Term Incentive Compensation Plan can be found in the [Long-Term Incentive Compensation Plan Prospectus \(PDF\)](#).

For assistance signing on to the Long-Term Equity Awards tool,

contact a Computershare customer service representative at **1-866-463-1070** (TDD 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** need 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 Teamworks, search for “about deferred compensation.” On the About Deferred Compensation page, select [Deferred Compensation Sign-On](#).
- From home: Go to the SkyComp website at bfp-skycomp.com/wf.¹

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.

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. Annual awards are generally paid out in the April following the March vesting date.

View your Long-Term Cash Awards online

- From work: On Teamworks, search for “about deferred compensation.” On the About Deferred Compensation page, select [Deferred Compensation Sign-On](#).
- From home: Go to the SkyComp website at bfp-skycomp.com/wf.¹

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.

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 PeopleSoft, the Wells Fargo Human Resources Information System (HRIS), 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 **1-800-994-6822** to discuss your distribution options and timing following your retirement. Representatives are available Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time. You may also email your questions to wfsupplementalplans@findley.com.

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, 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 Teamworks, go to Pay & Benefits and select Cash Balance Plan Sign On under Benefits Tools.
- From home: Sign on to benefitconnect.wf.ehr.com/ess¹. 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.

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 team member 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 48**

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 team member 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 team member health care coverage ends

Your active team member 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 benefits-eligible position 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 team members 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.

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

Sign on to benefitconnect.wf.ehr.com/ess¹ 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, 7:00 a.m. to 7:00 p.m. Central Time.

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 team member 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 team members 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 team member coverage.

2020 pre-Medicare retiree medical and dental premiums

The table below provides 2020 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*	\$899.62	\$1,799.24	\$1,619.32	\$2,518.94	\$899.62	\$719.70	\$1,619.32
HSA-Based Medical Plan*	\$899.62	\$1,799.24	\$1,619.32	\$2,518.94	\$899.62	\$719.70	\$1,619.32
Kaiser Northern California HMO	\$969.14	\$1,938.28	\$1,744.44	\$2,713.58	\$969.14	\$775.30	\$1,744.44
Kaiser Southern California HMO	\$1,024.51	\$2,049.02	\$1,844.13	\$2,868.64	\$1,024.51	\$819.62	\$1,844.13
Kaiser Hawaii POS	\$945.41	\$1,890.82	\$1,701.74	\$2,647.14	\$945.41	\$756.33	\$1,701.73

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.

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



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. Relay service calls are accepted. 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/ess¹ 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 team member coverage ends and your retiree health care coverage begins.
- To make your retiree health care elections:
 - **Online:**
Sign on to benefitconnect.wf.ehr.com/ess¹ 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. Relay service calls are accepted.

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 if they are unmarried and 18 years or younger or if they are unmarried, age 19 to 23 and enrolled as a full-time student. If you are currently covering a dependent child who is age 24 to 26 under the Wells Fargo active team member medical or dental plan, they will not be eligible for coverage under the Retiree Plan. They will, however, be eligible for COBRA continuation of their active team member coverage (see the COBRA continuation section).

For additional information about the Wells Fargo & Company Retiree Plan, refer to the [Retiree Benefits Book](#) under Resources on the right rail. Information about retiree medical subsidies can be found in Appendix D.

COBRA continuation of active team member coverage

If you are enrolled in active team member 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 team member 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 team member coverage. This means COBRA continuation costs more than your active team member coverage.



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

2020 COBRA monthly rates

Plan Name	You only	You + spouse ¹	You + children ²	You + spouse ¹ + children ²
Copay Plan with Health Reimbursement Account (HRA) ³	\$634.70	\$1,332.86	\$1,142.45	\$1,840.62
Lower Use Plan with Health Savings Account (HSA) ³	\$491.17	\$1,031.45	\$884.10	\$1,424.39
Higher Use Plan with HSA ³	\$563.00	\$1,182.30	\$1,013.40	\$1,632.69
Narrow Network Copay Plan ³	\$558.30	\$1,172.43	\$1,004.93	\$1,619.07
Narrow Network Plan with HSA	\$520.39	\$1,092.82	\$936.70	\$1,509.13
High-Deductible Health Plan (HDHP) — Kaiser Colorado	\$490.43	\$1,029.89	\$882.77	\$1,422.24
HDHP — Kaiser Georgia	\$421.31	\$884.77	\$758.37	\$1,221.82
HDHP — Kaiser Mid-Atlantic	\$421.68	\$885.53	\$759.02	\$1,222.88
HDHP — Kaiser Northern California	\$513.67	\$1,078.71	\$924.61	\$1,489.64
HDHP — Kaiser Northwest	\$553.53	\$1,162.41	\$996.36	\$1,605.24
HDHP — Kaiser Southern California	\$394.83	\$829.16	\$710.71	\$1,145.02
HDHP — Kaiser Washington	\$454.30	\$954.03	\$817.74	\$1,317.47
Point of Service (POS) Kaiser Added Choice — Hawaii (Oahu, Maui, Kauai, Lanai, Molokai, and the Big Island)	\$647.65	\$1,360.06	\$1,165.77	\$1,878.18
Health Maintenance Organization (HMO) — Kaiser Colorado	\$584.86	\$1,228.20	\$1,052.74	\$1,696.09
HMO — Kaiser Georgia	\$515.50	\$1,082.55	\$927.89	\$1,494.94
HMO — Kaiser Mid-Atlantic	\$516.36	\$1,084.36	\$929.45	\$1,497.46
HMO — Kaiser Northern California	\$620.14	\$1,302.30	\$1,116.25	\$1,798.40
HMO — Kaiser Northwest	\$669.40	\$1,405.73	\$1,204.92	\$1,941.24
HMO — Kaiser Southern California	\$478.87	\$1,005.63	\$861.96	\$1,388.72
HMO — Kaiser Washington	\$553.87	\$1,163.13	\$996.97	\$1,606.22
UnitedHealthcare Global — Expatriate Insurance	\$585.99	\$1,288.98	\$1,113.23	\$1,816.24
Delta Dental Standard	\$37.39	\$71.07	\$91.63	\$125.31
Delta Dental Enhanced	\$44.29	\$84.20	\$108.60	\$148.51
Vision Plan	\$7.69	\$15.51	\$15.51	\$23.21

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 team member 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 team member coverage ended. This means you will not have a gap in coverage between the time that your active team member 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. Also keep in mind that you cannot be enrolled in COBRA coverage once you enroll in Medicare (generally at age 65).

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

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. Relay service calls are accepted.

For additional information about COBRA continuation coverage, refer to Appendix E of the [Benefits Book](#).

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 team member 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 team member health care coverage ends and ends 60 days after your active team member 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)¹.

Electing coverage

To review marketplace plan options and costs and elect coverage, visit [healthcare.gov](https://www.healthcare.gov)¹ 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 team members, 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 team member 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.

Health Reimbursement Account (HRA)

You will no longer have access to funds in your HRA, including health and wellness dollars, once your active team member 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.



Have questions about your HSA?

Call Optum Bank® at 1-844-326-7967.

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

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



How much do you have in your FSA?

On Teamworks, go to Pay & Benefits and click [WageWorks Sign-On](#)¹ under Benefits Tools, or contact WageWorks at 1-877-WAGEWORKS (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 enroll in COBRA continuation of your FSA, which requires you to make after-tax contributions to the FSA by check).

Filing claims

- Once your participation in the FSA ends, your WageWorks 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.¹
- 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](#).

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 team member medical coverage ends and your retiree coverage begins.

When active team member health care coverage ends

Your active team member 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 benefits-eligible position 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.

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.

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 56](#) 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. Relay service calls are accepted.

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 team member 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)¹
- 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 team member medical coverage is considered group health plan coverage, as defined by the IRS. This means that, if you are enrolled in active team member 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

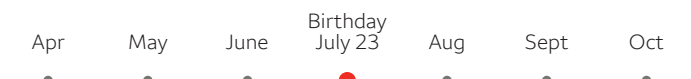
If you are just becoming eligible for Medicare at the time of your retirement

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:

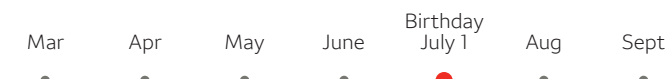
Your Initial Enrollment Period

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 team member 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 team member 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.



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, complete Section A of the form and fax the form to Wells Fargo Operations at **1-866-512-1002** or send the form by secure email to voefax@wellsfargo.com.
- 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 by secure email to an internal Wells Fargo 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. Relay service calls are accepted.

You can also model your retiree health care options online:

- Sign on to benefitconnect.wf.ehr.com/ess¹ 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.

Information for those eligible for Medicare

2020 retiree medical premiums

The table below provides 2019 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	\$312.16	\$624.32	\$936.48	\$1,248.64	\$1,560.80	\$312.16	\$624.32	\$936.48
Kaiser Senior Advantage Southern CA	\$149.59	\$299.18	\$448.77	\$598.36	\$747.95	\$149.59	\$299.18	\$448.77
UnitedHealthcare Medicare Advantage PPO Plan	\$197.99	\$395.98	\$593.97	\$791.96	\$989.95	\$197.99	\$395.98	\$593.97

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 team member 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/ess¹ 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. Relay service calls are accepted.

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 team member 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 if they are unmarried and 18 years or younger or if they are unmarried, age 19 to 23, and enrolled as a full-time student. If you are currently covering a dependent child who is age 24 to 26 under the Wells Fargo active team member health care plan, they will not be eligible for coverage under the Retiree Plan. They will, however, be eligible for COBRA continuation of their active team member coverage (see the [COBRA continuation](#) section on page 59).

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. Relay service calls are accepted.

For additional information about the Retiree Plan, refer to the [Retiree Benefits Book](#) under Resources on the right rail. 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 team member 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 team member 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.

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/wf¹ 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/wf¹ 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/wf¹ 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

Information for those eligible for Medicare

Find out more about Via Benefits and the enrollment process

- Access the Via Benefits Enrollment Guide: Go to my.viabenefits.com/wf¹ and select Enrollment Guide.
- Watch a 30-minute video about Via Benefits and the enrollment process: Go to my.viabenefits.com/wf¹ 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. Relay service calls are accepted.

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

COBRA continuation of active team member coverage

If you are enrolled in active team member 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 team member 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 team member coverage. This means COBRA continuation costs more than your active team member coverage.

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

2020 COBRA monthly rates

Plan Name	You only	You + spouse ¹	You + children ²	You + spouse ¹ + children ²
Copay Plan with Health Reimbursement Account (HRA) ³	\$634.70	\$1,332.86	\$1,142.45	\$1,840.62
Lower Use Plan with Health Savings Account (HSA) ³	\$491.17	\$1,031.45	\$884.10	\$1,424.39
Higher Use Plan with HSA ³	\$563.00	\$1,182.30	\$1,013.40	\$1,632.69
Narrow Network Copay Plan ³	\$558.30	\$1,172.43	\$1,004.93	\$1,619.07
Narrow Network Plan with HSA	\$520.39	\$1,092.82	\$936.70	\$1,509.13
High-Deductible Health Plan (HDHP) — Kaiser Colorado	\$490.43	\$1,029.89	\$882.77	\$1,422.24
HDHP — Kaiser Georgia	\$421.31	\$884.77	\$758.37	\$1,221.82
HDHP — Kaiser Mid-Atlantic	\$421.68	\$885.53	\$759.02	\$1,222.88
HDHP — Kaiser Northern California	\$513.67	\$1,078.71	\$924.61	\$1,489.64
HDHP — Kaiser Northwest	\$553.53	\$1,162.41	\$996.36	\$1,605.24
HDHP — Kaiser Southern California	\$394.83	\$829.16	\$710.71	\$1,145.02
HDHP — Kaiser Washington	\$454.30	\$954.03	\$817.74	\$1,317.47
Point of Service (POS) Kaiser Added Choice — Hawaii (Oahu, Maui, Kauai, Lanai, Molokai, and the Big Island)	\$647.65	\$1,360.06	\$1,165.77	\$1,878.18
Health Maintenance Organization (HMO) — Kaiser Colorado	\$584.86	\$1,228.20	\$1,052.74	\$1,696.09
HMO — Kaiser Georgia	\$515.50	\$1,082.55	\$927.89	\$1,494.94
HMO — Kaiser Mid-Atlantic	\$516.36	\$1,084.36	\$929.45	\$1,497.46
HMO — Kaiser Northern California	\$620.14	\$1,302.30	\$1,116.25	\$1,798.40
HMO — Kaiser Northwest	\$669.40	\$1,405.73	\$1,204.92	\$1,941.24
HMO — Kaiser Southern California	\$478.87	\$1,005.63	\$861.96	\$1,388.72
HMO — Kaiser Washington	\$553.87	\$1,163.13	\$996.97	\$1,606.22
UnitedHealthcare Global — Expatriate Insurance	\$585.99	\$1,288.98	\$1,113.23	\$1,816.24
Delta Dental Standard	\$37.39	\$71.07	\$91.63	\$125.31
Delta Dental Enhanced	\$44.29	\$84.20	\$108.60	\$148.51
Vision Plan	\$7.69	\$15.51	\$15.51	\$23.21

1. Includes domestic partner.

2. Includes domestic partner's children.

3. Includes Out-of-Area option.

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 team member 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 team member coverage ended. This means you will not have a gap in coverage between the time that your active team member 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. Relay service calls are accepted.

For additional information about COBRA continuation coverage, refer to Appendix E of the [Benefits Book](#).

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 team members, 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 team member 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 team member medical coverage ends, unless you enroll in COBRA continuation coverage under the Copay Plan with HRA.



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 enroll in COBRA continuation coverage of your FSA, which requires you to make after-tax contributions to the FSA by check).

Filing claims

- Once your participation in the FSA ends, your WageWorks 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.¹
- 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.com¹ or contacting WageWorks at 1-877-WAGEWORKS (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, convert, or continue 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 team member 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 Massachusetts Mutual Life Insurance Company (MassMutual). Rates are generally higher for a Whole Life policy because it provides lifelong coverage and does not have age reduction rules.

Retiree continuation

In addition to porting and converting options, you may be eligible for retiree continuation of your Optional Term Life Insurance, which means you can continue your group coverage at rates that are determined by Metropolitan Life Insurance Company (MetLife) based on your age and tobacco-use status. You are eligible for retiree continuation if, on your last day of employment, you are in a full-time or part-time benefits-eligible position and you meet one of the following requirements:

- 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.

Electing to port, convert, or continue coverage

By the middle 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 21 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 or continue 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 team member life insurance coverage ends.

If you want to convert your coverage to a Whole Life Policy with MassMutual, you should make an appointment to speak with a MassMutual financial professional by calling MetLife at **1-866-549-2320** generally within 31 days of the date your active team member life insurance coverage ends.

Life insurance options and eligibility

Plan coverage	Can you port your coverage?	Can you continue your coverage?	Can you convert to an individual insurance policy?
Basic Term Life	<p>Yes. You can port all or a portion of your coverage.</p> <p>Coverage will be reduced by 50% at age 70 and terminate at age 100.</p>	No.	Yes.
Optional Term Life	<p>Yes, if you are not eligible to continue your coverage you can port all or a portion of your coverage, up to \$2,000,000.</p> <p>Coverage will be reduced by 50% at age 70 and terminate at age 100.</p>	<p>Yes. As long as you meet the eligibility requirements for retiree continuation on your last day of employment, you can continue your coverage in retirement.</p>	Yes, if you are not eligible to continue your coverage.
Spouse/Partner Optional Term Life	<p>Yes, if you are not eligible to continue your coverage. You can port all or a portion of your Spouse/Partner Optional Term Life coverage, up to \$250,000.</p> <p>Coverage terminates at age 70.</p>	<p>Yes. If you continue all or a portion of your Optional Term Life coverage, you can continue all or a portion of your Spouse/Partner Optional Term Life coverage.</p>	Yes, if you are not eligible to continue your coverage.
Dependent Term Life	<p>Yes, if you are not eligible to continue your coverage. You can port all of your Dependent Term Life coverage, or \$20,000. Ported dependent coverage terminates at age 25.</p>	<p>Yes. If you continue all or a portion of your Optional Term Life coverage, you can continue all or a portion of your Dependent Optional Term Life coverage.</p>	Yes, if you are not eligible to continue your coverage.

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 middle 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 team member AD&D Plan coverage ends. If you do not receive your personalized information packet within 21 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 team member 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 team member 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.com¹ (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.¹ 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 Teamworks, go to Pay & Benefits and click **LifeCare Sign-On**¹ under Benefits Tools. Once signed on, search for topics of interest to you.

From home: Go to member.lifecare.com.¹ 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 retired Wells Fargo team member, 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 Teamworks, go to Pay & Benefits and click [LifeCare Sign-On](#)¹ under Benefits Tools. Once signed on, click **Show Me Money-Saving Offers**.
- From home: Go to discountmember.lifecare.com¹ and use WELLSFARGOUSER (one word, all capital letters) as your screen name and password.



Continue to take advantage of Wells Fargo team member 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 team member financial discounts, you may be eligible to continue to access the following in retirement.

Wells Fargo Team MemberSM Checking

As a Wells Fargo retiree, you may continue to have access to *Wells Fargo Team Member* Checking with no monthly service fee. Plus, you will receive:

- Interest earned on the entire daily collected balance (when the balance is \$500 or more).
- No Wells Fargo access fees and up to three surcharge reimbursements for cash withdrawals per fee period at non-Wells Fargo ATMs in the U.S.²
- Free personalized checks in any design (excluding Home Desk).
- 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 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. To learn more or sign up for *Wells Fargo Team Member* Checking, visit any branch or call **1-800-932-6736** (TDD/TTY: 1-800-877-4833).

Wells Fargo Platinum Savings³

With a *Wells Fargo Team Member* Checking account, you can receive one Wells Fargo Platinum Savings account with no monthly service fee.

Team Member Mortgage Program⁴

Take advantage of exclusive home financing benefits. To learn more, visit your local branch, contact the Team Member Mortgage Program team at **1-844-4-TEAMWF** (1-844-483-2693) (TDD/TTY: 1-800-877-4833), or go to wellsfargo.com/teammembermortgage.

Are you eligible to continue accessing team member financial discounts in retirement?

You may be, if you are in a benefits-eligible full-time 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	1-877-HRWELLS (1-877-479-3557), option 1, 1 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 8:00 p.m. Central Time	On Teamworks, go to Pay & Benefits and click 401(k) Plan Sign-On under Benefits Tools.	Before retirement: Go to teamworks.wellsfargo.com and select Wells Fargo & Company 401(k) Plan — Active Team Members. After retirement you have two options: <ul style="list-style-type: none"> If you use online banking with <i>Wells Fargo Online</i>®, you can use your existing wells Fargo & Company 401(k) Plan account. Go to teamworks.wellsfargo.com. Under Wells Fargo & Company 401(k) Plan select the Inactive Team Members link, then choose 401(k) Plan Sign-On. Enter your username and password. If you don't have a username and password, select First Time User and register for secure access.
Accidental Death & Dismemberment (AD&D) 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.
Cash Balance Plan	1-877-HRWELLS (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	On Teamworks, go to Pay & Benefits and click Cash Balance Plan Sign-On under Benefits Tools.	Go to benefitconnect.wf.ehr.com/ess . ¹
COBRA	1-877-29COBRA (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 cobra.ehr.com . ¹	Go to cobra.ehr.com . ¹
Commuter Benefit	1-877-WAGEWORKS (1-877-924-3967) (relay service calls accepted) 24 hours a day, 7 days a week, excluding some holidays.	On Teamworks, go to Pay & Benefits and select WageWorks Sign-On ¹ under Benefits Tools.	Go to teamworks.wellsfargo.com and select WageWorks under Claims Administrators.

Plan	Over the phone	Online from work	Online from home (before or after you retire)
Deferred Compensation	1-888-383-2203, option 1 Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time	On Teamworks, search for “about deferred compensation.” On the About Deferred Compensation page, click the Deferred Compensation Sign-On button.	Go to bfp-skycomp.com/wf . ¹
Discounts through LifeMart®	1-866-592-7213 (TTY: 1-800-873-1322) 24 hours a day, 7 days a week	On Teamworks, go to Pay & Benefits and click LifeCare Sign-On ¹ under Benefits Tools. Once signed on, select Show Me Money-Saving Offers.	Go to discountmember.lifecare.com ¹ and use WELLSFARGOUSER (one word, all capital letters) as your screen name and password.
Health Savings Account (HSA)	1-844-326-7967 (relay service calls accepted) 24 hours a day, 7 days a week	On Teamworks, go to Pay & Benefits and click HSA Sign-On under Benefits Tools.	Go to teamworks.wellsfargo.com and click Health Savings Account (Optum Bank).
Health Care Flexible Spending Account (FSA)	1-877-WAGeworks (1-877-924-3967) (relay service calls accepted) 24 hours a day, 7 days a week, excluding some holidays.	On Teamworks, go to Pay & Benefits and click WageWorks Sign-On ¹ under Benefits Tools.	Go to teamworks.wellsfargo.com and click WageWorks 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 ARAGLegalCenter.com ¹ (access code 16862wfc).	Go to ARAGLegalCenter.com ¹ (access code 16862wfc).
LifeCare®	1-866-592-7213 (TTY: 1-800-873-1322) 24 hours a day, 7 days a week	On Teamworks, go to Pay & Benefits and click LifeCare Sign-On ¹ under Benefits Tools.	Go to member.lifecare.com . ¹ If you're not yet registered, click Start Now 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 wells.legacyltci.com . ¹	Go to wells.legacyltci.com . ¹
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	On Teamworks, search for “deferred compensation.” On the About Deferred Compensation page, select Deferred Compensation Sign-On.	Go to bfp-skycomp.com/wf . ¹
Long-Term Incentive Compensation	1-877-574-1039 Monday through Friday during normal business hours (Central Time)	On Teamworks, search for “Teamworks – About LTICP.” On the About LTICP page select Long-Term Equity Awards Sign-On.	Go to teamworks.wellsfargo.com and click Log-In Help 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 medicare.gov . ¹	Go to medicare.gov . ¹

Plan	Over the phone	Online from work	Online from home (before or after you retire)
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 my.viabenefits.com/wf . ¹	Go to my.viabenefits.com/wf . ¹
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 benefitconnect.wf.ehr.com/ess . ¹	Go to benefitconnect.wf.ehr.com/ess . ¹
Social Security Administration	1-800-772-1213 (TTY: 1-800-325-0778) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Go to ssa.gov . ¹	Go to ssa.gov . ¹
Stock Purchase Plan	1-877-HRWELLS (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	On Teamworks, go to Pay & Benefits and click Stock Purchase Plan under Managing Your Shares.	Go to teamworks.wellsfargo.com and click Stock Purchase Plan under Retirement & Stock Plans.
Supplemental 401(k) Plan	1-800-994-6822 Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time	Online services not available.	Online services not available.
Wells Fargo Bonus Plan	1-877-HRWELLS (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	Online services not available.	Online services not available.
Wells Fargo & Company Supplemental Cash Balance Plan	1-877-HRWELLS (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	On Teamworks, go to Pay & Benefits and click Cash Balance Plan Sign-On under Benefits Tools.	Go to benefitconnect.wf.ehr.com/ess . ¹
Wells Fargo Platinum Savings	1-800-932-6736 (TDD/TTY: 1-800-877-4833)	On Teamworks, go to Pay & Benefits and click Team Member Financial Center under Managing Your Money. Select Wells Fargo Team Member Discounts.	Online services not available.
Wells Fargo Team Member SM Checking	1-800-932-6736 (TDD/TTY: 1-800-877-4833)	On Teamworks, go to Pay & Benefits and click Team Member Financial Center . Select Wells Fargo Team Member Discounts.	Online services not available.
Wells Fargo Team Member Mortgage Program	1-844-4-TEAMWF (1-844-483-2693) (TDD/TTY: 1-800-877-4833)	Go to wellsfargo.com/teammembermortgage .	Go to wellsfargo.com/teammembermortgage .

Disclaimers, notices, and disclosures

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.

The information contained in this guide and any information provided by employees and representatives of Wells Fargo and its affiliates is intended to constitute investment education under U.S. Department of Labor guidance and does not constitute investment advice under the Employee Retirement Income Security Act of 1974 or Department of Labor Regulations. Neither Wells Fargo nor any of its affiliates, including its employees and representatives, provides investment advice to any participant or beneficiary regarding the investment of assets in the 401(k) Plan. Please contact your personal investment, financial, tax, or legal advisor regarding your specific needs or situation.

In addition, the issuance of shares of Wells Fargo & Company common stock or other payment of an award under the LTICP or the LTCAP is subject to compliance by Wells Fargo and the Plan participants with all legal requirements applicable thereto, including compliance with the requirements of 12 C.F.R. Part 359 and tax withholding obligations, and with all applicable regulations of any stock exchange on which Wells Fargo & Company common stock may be listed at the time of issuance. Wells Fargo may reduce, delay vesting, modify, revoke, cancel, impose additional conditions and restrictions on, or recover all or a portion of any LTICP or LTCAP award as deemed necessary or advisable to comply with applicable laws, rules, and regulations.

Information about Wells Fargo team member financial discounts is for informational purposes only and is not an endorsement of, or solicitation for, Wells Fargo products and services. None of the Wells Fargo team member financial discounts referenced in this document are Wells Fargo-sponsored employee benefit plans. Purchase of any of these products or services may result in the payment of fees or other compensation to Wells Fargo & Company or its affiliates. By accessing the Wells Fargo team member financial discount resources, you are consenting to receive such information and understand that pursuing additional information on other Wells Fargo products or services is strictly optional.

1. Wells Fargo does not control the website. Wells Fargo has provided this link for your convenience, but does not endorse and is not responsible for the content, links, privacy policy, or security policy of this website.
2. Non-Wells Fargo ATM owners or operators may apply surcharges for ATM transactions.
3. Regulation D and Wells Fargo limit certain types of withdrawals and transfers that can be made from your savings account to a combined total of six (6) per monthly fee period. If the limit is exceeded, an excess activity fee for each withdrawal or transfer over the limit will be assessed. If the limit is exceeded on more than an occasional basis, your savings account could be converted to a checking account or closed.
4. Valid for new purchase or refinance mortgage loan applications taken through the Wells Fargo Team Member Mortgage Program, subject to loan program availability. The benefits of the Wells Fargo Team Member Mortgage Program cannot be combined with the benefits of *The Relocation Mortgage Program*[®], bond programs, or any other program or promotion except for *yourFirst Mortgage*SM. Contact your mortgage consultant for additional details, including current availability, terms, and conditions.

