

# Everyday dedication meets everyday appreciation

Our team is committed to delivering for our clients. We celebrate their commitment with initiatives like Sharing Success, which awarded 97% of colleagues additional compensation this year, nearly all in stock. This is the seventh consecutive year teammates received this award, totaling more than \$4.8 billion.



We are committed to being a Great Place to Work for our teammates in Oregon & SW Washington and around the globe. This includes providing industry-leading benefits, minimum wage at \$23/hr on track to \$25/hr by 2025 and opportunities to build a career with us. These are a few reasons we've been named one of America's Most JUST Companies.

Roger Hinshaw  
President, Bank of America Oregon & SW Washington

Go to [bankofamerica.com/oregon](https://bankofamerica.com/oregon) to learn more.



What would you like the power to do?<sup>®</sup>

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For the annual Rankings, JUST Capital collects and analyzes corporate data to evaluate the 1,000 largest public U.S. companies across 20 Issues identified through comprehensive, ongoing public opinion research on Americans' attitudes toward responsible corporate behavior. In determining the top 10 companies for workers, JUST Capital used its Workers Leaders Index which tracks the top 20% of companies in its annual Rankings that perform the best across the five worker related issues evaluated. <https://justcapital.com>

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