

A photograph of three women rowing a grey boat on a calm lake. The woman in the foreground on the right is smiling, wearing glasses and a black patterned dress, and is actively rowing with a wooden oar. The woman on the left is also smiling, wearing a blue floral shirt and jeans, and is also rowing. A third woman in a yellow dress is visible in the background, also rowing. The background shows a dense line of green trees under a slightly overcast sky.

WELLS
FARGO

This way

to retirement

**Your go-to planning guide
for retiring from Wells Fargo**



We heard you're retiring! **Congrats!**

Thank you for your time and commitment as a valued Wells Fargo employee. As you excitedly look ahead, use this guide to make the most of the benefits that will be available to you in retirement.

Follow us! →

Find more of what you need in the [Retiree Benefits Book](#).
And know that we're with you every step of the way.



Plan the retirement you've always dreamed of.

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Prepare

Retirement roadmap

Here's a handy timeline of what to do to get retirement ready. Find more details as you explore this guide.

Six months before

- Choose a retirement date and let your manager know. (Your retirement date is the day after your last day of employment — even if your retirement date falls on a weekend or holiday.)
- Confirm your eligibility for retiree health care by calling the Wells Fargo Retirement Service Center.
- Confirm Cash Balance Plan eligibility by calling the Wells Fargo Retirement Service Center.
- Model your Cash Balance Plan payment options by visiting [HR Services & Support](#).
- Discuss your 401(k) Plan distribution timing and options by calling Empower.
- Start learning about Medicare by visiting [medicare.gov](https://www.medicare.gov).
- Consider discontinuing your health savings account (HSA) contribution if you're Medicare eligible since Medicare Part A coverage can be retroactively effective for up to six months.
- Talk to your manager about your eligibility for awards if you participate in an incentive plan.



Keep it current

Make sure to update your contact information in Workday so you receive all necessary communication once you retire.

And, **for each plan you participate in**, review your existing beneficiary designations to confirm they still apply. Visit the Beneficiary Designations page on [HR Services & Support](#) for help.



Three months before

- Confirm your manager enters your termination date with a reason of voluntary retirement into Workday.
- Review your personal information on Workday and update as needed.
- Verify and designate your beneficiaries by visiting the Beneficiary Designations page on [HR Services & Support](#).
- Initiate enrollment in Medicare (if eligible) on [ssa.gov](#).
- Complete Form CMS L564, which can be found at [cms.gov](#), when signing up for Medicare as part of a Special Enrollment Period.
Submit your Form CMS L564 on HR Services & Support under HR Request by finding “Request Verification of Benefits” and selecting Form CMS L546 from the drop-down.
- Request a Retiree Health Care Enrollment Kit by contacting the Wells Fargo Retirement Service Center.
- Consider when you would like to receive your Cash Balance Plan benefit by contacting the Wells Fargo Retirement Service Center, if eligible.

One month before

- Make your retiree health care elections by calling the Wells Fargo Retirement Service Center.
- Learn about leftover Commuter Benefit Card funds following your retirement on [HR Services & Support](#).

Happy retirement!

- Understand which benefits end on your last day of employment.
- Remember, the enrollment or eligibility for the following benefits plans and programs end on the last day of employment:
 - › Disability coverage (Short- and Long-Term)
 - › Business Travel Accident (BTA) Plan
 - › Tuition reimbursement
 - › Adoption, surrogacy, and donor reimbursement
 - › Day Care flexible spending account (FSA)
 - › Backup care (adult and child)
- Contact Empower if you want to take a distribution from your 401(k) Plan account at this time.

Important

Once your last day has been entered into Workday, you may begin to encounter restrictions when attempting to send data externally. This is a standard security practice meant to protect Wells Fargo, its customers, clients, and employees and is not reflective of your dedicated service to Wells Fargo. These restrictions may vary based on job role and business need. If this will impact your ability to conduct business during the offboarding process, your manager can reach out to the [Insider Threat Program](#) and request an exception or visit the [Insider Threat Program \(ITP\) website](#) for more information. Managers are encouraged to transition work during the transition period in accordance with offboarding guidance.

After you retire

- **Elect COBRA continuation coverage**, if needed, by calling BenefitConnect™ | COBRA or by visiting cobra.ehr.com.
- **Take a distribution from the Stock Purchase Plan** by calling Computershare.
- **Evaluate when Health Care flexible spending account claims** need to be filed for reimbursement by visiting participant.wageworks.com.
- **Register for the Wells Fargo Alumni Network** to reconnect with former colleagues, hear from leaders, and remain a lifelong ambassador of Wells Fargo by visiting alumni.wf.com.

Within one month after

- Decide if you want to continue life insurance, AD&D, and Legal Services Plan coverage.
- Start receiving your Cash Balance Plan benefit if you elected to receive it on the first of the month after your retirement, if eligible.



Determine your eligibility

Benefits eligibility

Leaving Wells Fargo doesn't mean leaving your benefits behind. Below are eligibility requirements for certain benefits and compensation plans in retirement.

Wells Fargo benefit	Eligibility	Coverage in retirement
Retiree health care	<p>Regular or fixed term employment classification on your last day of work and meet one of the following:</p> <ol style="list-style-type: none"> 1. You're age 55 with at least 10 completed years of service, or 2. You're age 65 with at least one completed year of service, or 3. You have 80 points (based on age + completed years of service), or 4. 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, you're at least age 50 with 10 or more full years of service. <p>And, if you're Medicare eligible, you must be eligible for a subsidy to be eligible to enroll in the Wells Fargo Retiree Health Plan. See page 18 for more information if retiring on or after age 65.</p> <p>If you're retiring from a flexible position, you're not eligible to participate in the Retiree Plan. You may, however, elect COBRA continuation coverage if you had coverage under the plan on your last day of work.</p> <p>Your completed years of service are measured from your Continuous Service date or Vesting date in Workday, whichever is earlier. Partial years aren't included.</p>	<p>Access to retiree pre-Medicare health care coverage, including Wells Fargo-sponsored retiree medical plans (and dental plan if you're under age 65)</p> <p>Access to Wells Fargo-sponsored Medicare Advantage plan, only if eligible for a retiree medical subsidy</p>
Retiree medical subsidy	<p>Your eligibility for a subsidy and the amount of the subsidy are dependent on, among other factors, your age and credited years of service with a former, or legacy, organization.</p>	<p>The retiree medical subsidy is subtracted from your retiree medical monthly premium amount and cannot be applied to coverage purchased outside of the Wells Fargo-sponsored plan options.</p> <p>If you're eligible for Medicare but not for a retiree medical subsidy, you can't enroll in a Wells Fargo-sponsored Medicare Advantage plan.</p>

Wells Fargo benefit	Eligibility	Coverage in retirement
Commuter Benefit Program	<p>No more work commute, no more Commuter Benefit Program! Once you retire, you're no longer eligible for the benefit.</p>	<p>If you're enrolled in the Commuter Benefit Program, you must cancel your election by the 10th day of the last month for which you need coverage.</p> <p>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.</p> <p>To cancel your participation, request a reimbursement, or get answers, contact HealthEquity.</p>
Short-term incentive plans	<p>If you participate in an incentive plan with discretionary awards, refer to your plan document and review your plan terms with your manager to confirm your award eligibility.</p> <ul style="list-style-type: none"> Employees who participate in incentive plans with discretionary awards must be employed on the award payment date to be eligible to receive a discretionary award payment. The termination date in Workday must reflect as occurring after the award payment date. Additionally, participants serving out a notice period for voluntary termination aren't eligible unless the termination is due to retirement. Unless otherwise specified in the Country Appendix of the Bonus Plan document for purposes of the plan, a participant is considered "retired" if the termination is entered in the HR system of record as a retirement. <p>If you participate in a nondiscretionary plan, refer to your plan document and review your plan terms with your manager to confirm your incentive eligibility.</p>	<p>Discretionary plans (including Wells Fargo Bonus Plan)</p> <p>You must be employed on the award payment date to receive an incentive payment. Refer to your plan document and review your plan terms with your manager for more information.</p> <p>Nondiscretionary plans (commission, production, and other functional plans)</p> <p>If you participate in a nondiscretionary plan, refer to your plan document and review your plan terms with your manager to confirm your incentive eligibility.</p>
<p>Long-Term Incentive Compensation Plan (LTICP)</p> <p>2022 Long-Term Incentive Plan (2022 LTIP)</p> <p>Long-Term Cash Award Plan (LTCAP)</p>	<p>For awards made prior to January 1, 2022, retirement is generally:</p> <ul style="list-style-type: none"> Reaching age 65, Reaching age 55 with 10 completed years of service, or 80 points (based on age + full years of service) <p>For awards made after January 1, 2022, retirement is generally:</p> <ul style="list-style-type: none"> Reaching age 55 with five completed years of service, or 80 points (based on age + full years of service) <p>Please note that retirement treatment of any grant is ultimately governed by the terms and conditions of the LTICP/2022 LTIP, the Long-Term Cash Award Plan, and the applicable grant agreement. Please review these materials, located in your account at Computershare (for stock awards) and SkyComp (for Long-Term Cash Awards), to understand your individualized treatment.</p>	<p>Your awards continue to vest following your last day of employment based on their original vesting schedule, subject to the other terms and conditions contained in your applicable grant agreement(s).</p>

Wells Fargo benefit	Eligibility	Coverage in retirement
401(k) Plan and Cash Balance Plan	<p>Generally, there are no eligibility requirements to meet for either plan to take a distribution following your last day of employment. You may want to consult with your tax and financial advisors before requesting distribution from either the 401(k) Plan or Cash Balance Plan.</p>	<p>You can leave your retirement savings in the 401(k) Plan until you decide when and how you want to withdraw it. Wells Fargo will pay your monthly account administrative fees (but not other fees), and you can manage your 401(k) Plan account online. However, special distribution rules apply and you must begin taking distributions by the later of April 1 of the calendar year in which you terminated employment or April 1 of the calendar year following the calendar year in which you reach age 73. If at any time after your employment ends, the value of your vested balance is \$7,000 or less, you will be required to take an immediate distribution. Otherwise, you can postpone distribution until April 1 following the year you reach age 73.</p> <p>Even though the Cash Balance Plan is now frozen, cash balance accounts continue to receive quarterly investment credits. If you were eligible to participate and have an existing benefit in the Cash Balance Plan, you may want to think about how and when you want to initiate payment of your benefit when you retire.</p> <p>At the time your employment ends, if the value of your benefit is \$7,000 or less, you will be required to take an immediate distribution. Otherwise, you can postpone distribution until April 1 following the year you turn age 73.</p> <p>Refer to the 401(k) Plan SPD and Cash Balance Plan SPD for important information about when you must begin taking distributions.</p>
Employee financial product discounts	<p>Regular or fixed term employment classification on your last day of employment and meet one of the following:</p> <ul style="list-style-type: none"> • Age 55 with at least 10 full years of completed service, • Age 65 with at least one full year of completed service, or • 80 points (based on age + full years of completed service) 	<p>Continue to take advantage of Wells Fargo employee financial discounts:</p> <ul style="list-style-type: none"> • One Wells Fargo Team MemberSM Checking account • One Wells Fargo Platinum Savings account with no monthly service fee • Discounted safe deposit box rent • Wells Fargo Employee Home Mortgage Program for reduced mortgage interest rates and closing cost credits
Health savings account (HSA)	<p>Once you enroll in Medicare, you're no longer eligible to contribute to a health savings account (HSA). You can, however, use the funds in your HSA to pay for health care costs, including Medicare premiums.</p>	<p>You must determine in advance of enrolling in Medicare when to discontinue HSA contributions to maximize your annual contribution limits while avoiding tax penalties.</p>

Understand your benefits

Income

Keep that income coming! You may have several sources of income to monitor — know when and how to access your money.

Wells Fargo & Company 401(k) Plan

Fund your retirement with the Wells Fargo & Company 401(k) Plan. Although your contributions stop with your last paycheck, the money in your account is yours to keep — with options. You can take it, roll it, or leave it — take all of it as cash, roll it over to an individual retirement account (IRA), or leave it in the 401(k) Plan through retirement.

Look out for a brochure from Empower that details your account need-to-dos and good-to-knows, including how to request distributions in retirement, distribution options, next steps if you have an outstanding loan or a benefit from a previous employer, and more. View your [401\(k\) Plan Summary Plan Description \(SPD\)](#) or consult a tax or financial advisor before taking a distribution from the 401(k) Plan.

Access account materials and perform transactions anytime on my401kplan.wf.com — even after you retire.

Wells Fargo & Company Cash Balance Plan

This pension plan was available to eligible employees before July 1, 2009, and, although now frozen, your Cash Balance Plan account, if applicable, continues to receive investment credits on a quarterly basis.

Like the 401(k) Plan, you have a choice to make when it comes to your Cash Balance Plan account balance. You can take it as one of several types of annuities or as a lump-sum distribution, roll it over to an IRA, or leave it in the 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 73 (whichever is later).

Not sure if you have an account? Call the Wells Fargo Retirement Service Center. You can also refer to the [Cash Balance Plan Summary Plan Description \(SPD\)](#) on HR Services & Support for additional details about eligibility and distribution options.

Wells Fargo & Company Stock Purchase Plan

When it comes to this voluntary plan, you have options. Select one:

- Sell all of your shares.
- Transfer your shares to a broker of your choice.
- Leave your shares at Computershare.

Distributions aren't eligible for a rollover to any retirement plan or IRA. To request a distribution, contact Computershare. Find additional information about the plan in the Stock Purchase Plan Prospectus.

Get ready with a Retirement Readiness Review

Call Empower, our 401(k) Plan administrator, to speak with a retirement representative and get a Retirement Readiness Review — a consultative discussion to help you develop and make progress toward a retirement readiness strategy.



Social Security

In addition to the retirement benefits you get from Wells Fargo, consider when to apply for Social Security — a retirement benefit offered by the government. What you need to do:

- The program can be complicated and payment amount can be affected by your age, so it's best to talk through your personal situation with a qualified financial advisor.
- Social Security benefits aren't paid automatically — apply online, by phone, or in person to receive your benefit. The Social Security Administration recommends applying for the benefit three months before you want it to begin.
- Learn more at ssa.gov/retire.

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

Discretionary plans (including Wells Fargo Bonus Plan)

Reference your plan document and review your plan terms with your manager to confirm your award eligibility. Awards will generally be paid or provided no later than 2½ months into the calendar year following the end of the plan year and in the same way you receive your final pay (direct deposit or check mailed to your home address on record).

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 eligibility.

Wells Fargo & Company Long-Term Incentive Compensation Plan (LTICP)/ Wells Fargo & Company 2022 Long-Term Incentive Plan (2022 LTIP)

Restricted share rights (RSR)

If you have unvested RSR award(s), 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 two business days after the vesting date into your retained shares account. Refer to your award agreement(s) for details regarding vesting of your outstanding award(s) upon retirement.

Review your long-term incentive awards using the Long-Term Equity Awards tool on the Computershare website.

To confirm your eligibility and for general plan questions, visit the Executive Compensation page on [HR Services & Support](#).

Wells Fargo & Company Deferred Compensation Plan

If you participate in the Deferred Compensation Plan and retire before the commencement of distribution, your deferral account balance is 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 the commencement of your distribution, your deferral account balance continues to be distributed according to your original election.

Find additional information in the Deferred Compensation Plan Prospectus or contact Benefit Finance Partners.

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 generally continue to vest based on their original vesting schedule following your last day of employment.

Contact Benefit Finance Partners to confirm your eligibility or if you have other questions about the LTCAP.

Wells Fargo & Company Supplemental 401(k) Plan

Contact Empower to discuss your distribution options and timing following your retirement.

Wells Fargo & Company Supplemental Cash Balance Plan

Contact the Wells Fargo Retirement Service Center to discuss your distribution options and timing following your retirement.

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 SkyComp.



Have questions?

Wells Fargo Retirement Service Center benefits specialists can answer most benefits questions. In some cases, you may need to call the benefit vendor directly.



Understand your benefits

Health care

Decisions up ahead! Consider all available health care options along with your eligibility for Medicare or how close you are to Medicare eligibility so you can get the care that fits you best.

If you retire
before age 65

**You have three
options:**



Choose wisely

In certain cases, choosing one option means you won't be eligible to enroll in another option later.

1

Enroll in COBRA continuation coverage (COBRA) if you were enrolled in a Wells Fargo health plan immediately preceding your retirement.

COBRA allows you to continue the health care coverage you had as an employee for up to 18 months after you leave Wells Fargo. This option may work well if you're within 18 months of Medicare eligibility and/or you don't have a Wells Fargo retiree medical subsidy. **You can't elect Wells Fargo-sponsored retiree health care coverage after your COBRA coverage ends.**

2

Enroll in the Retiree Plan and waive COBRA.

You can enroll in the Retiree Plan within 60 days of your last day of employment. **If you waive COBRA, you can't enroll in COBRA in the future.**

3

Waive both COBRA and the Retiree Plan.

If you have other health care coverage options (such as coverage through your spouse's or domestic partner's plan, or through an individual plan on the marketplace), you can waive both COBRA and Retiree Plan coverage. Keep in mind that **if you waive both, by not electing either by the deadline, you can't enroll in either option in the future.**



Find out if you're eligible

Find out if you're eligible for a subsidy under the Wells Fargo & Company Retiree Plan. Sign on to <https://www.benefitconnect.wf.ehr.com>, select Model Retiree Health Care Benefits, and enter your expected last day of employment within the current calendar year — or contact the Wells Fargo Retirement Service Center.

Compare your options

Take a side-by-side look at the Retiree Plan and COBRA to choose what matches your needs.

	Retiree Plan	COBRA
Eligible dependents	<p>If you elect Wells Fargo-sponsored retiree medical or dental coverage, you may also elect coverage for your eligible dependents.</p> <p>If you choose not 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.</p> <p>Dependent children are eligible for coverage through the end of the month in which the child turns age 26.</p>	<p>If you're enrolled in employee medical, dental, vision, or Health Care flexible spending account (FSA) coverage on your last day of employment, you and your enrolled dependents will be eligible for COBRA continuation coverage.</p> <p>You can update your dependents during Annual Benefits Enrollment or if you or your eligible dependent experiences a Qualified Event.</p> <p>Dependent children are eligible for coverage through the end of the month in which the child turns age 26.</p>
When you can enroll	Up to 90 days before your last day of employment or within 60 days of your last day of employment	Within 60 days from the date of your COBRA Election Notice or 60 days from the date your employee coverage ends, whichever is later
When coverage begins	<p>The first day of the month after your retirement day (unless your retirement date is the first of the month, then your coverage begins on your retirement date). (Your retirement date is the day after your last day of employment — even if your retirement date falls on a weekend or holiday.)</p> <p>However, if you're eligible for a Wells Fargo-sponsored Medicare Advantage Plan, Centers for Medicare & Medicaid Services (CMS) will determine the date on which coverage begins.</p>	Retroactive to the date your coverage as an employee ended, as long as you make your first payment within 45 days of the COBRA election date
How long coverage lasts	Until you reach age 65 or are eligible for Medicare, whichever comes first. If you have a subsidy when you're Medicare eligible, you can continue coverage through Wells Fargo.	Generally ends after 18 months
How much you pay for coverage	You pay 100% of premiums (see page 17) unless you're eligible for a retiree medical subsidy.* Retiree coverage may cost more than COBRA coverage unless you have a retiree medical subsidy, in which case, it may cost less.	You pay 100% of premiums (see page 16), plus a 2% administrative fee.

	Retiree Plan	COBRA
Which health plans are available	<p>You can enroll in the HRA-Based Medical Plan or the HSA-Based Medical Plan. Depending on your location, you may be able to enroll in:</p> <ul style="list-style-type: none"> • HMO — Kaiser – California • POS Kaiser Added Choice — Hawaii <p>You can also enroll in Retiree Dental up to age 65. There is no Wells Fargo-sponsored retiree vision option.</p>	<p>COBRA is a temporary continuation of your employee coverage. If you were enrolled in vision coverage as an active employee, you can elect COBRA continuation of vision coverage even if you're enrolled in medical and/or dental coverage through the Retiree Plan.</p>
Which provider networks are available	<p>UnitedHealthcare for the HRA-Based Medical Plan and HSA-Based Medical Plan</p> <p>Kaiser Permanente for:</p> <ul style="list-style-type: none"> • HMO — Kaiser – California • POS Kaiser Added Choice — Hawaii <p>Retiree Dental — Delta Dental</p>	<p>COBRA is a temporary continuation of your employee coverage, so you will have access to the same providers under COBRA continuation coverage as long as they remain contracted providers with your insurance carrier.</p> <p>Remember, COBRA coverage will generally pay secondary to Medicare Parts A and B, regardless of whether you actually enroll in Medicare.</p>
What happens when you become eligible for Medicare	<p>If you're eligible for a retiree subsidy, then you're eligible to enroll in the Wells Fargo Retiree Medicare Advantage Plan.</p> <p>If you aren't eligible for a subsidy, you will need to evaluate coverage options outside of the Wells Fargo Retiree Plan.</p> <p>If you have not yet turned age 65 and you are eligible for Medicare due to end-stage renal disease (ESRD) or disability, some rules may apply differently to you.</p>	<p>You can enroll in Medicare or continue your COBRA continuation coverage.</p> <p>COBRA continuation coverage pays secondary to Medicare Parts A and B, regardless of whether you actually enroll in Medicare. Note: COBRA isn't credible coverage for Medicare Part B. So, if you delay enrollment, you may be subject to Medicare premium penalties when you enroll. You can drop COBRA coverage at any time.</p>
Why you should consider this option	<p>You receive a retiree medical subsidy.*</p>	<p>This option may work well if you're within 18 months of Medicare eligibility and/or you don't have a Wells Fargo retiree medical subsidy.</p>

Divvy it up

You can split your enrollment choices between plan options to address your and your dependents' unique needs. For example, you and your spouse could enroll in the Retiree Plan and elect COBRA coverage for your eligible dependent children if enrolled on your last day of employment.

If you choose to enroll in retiree medical coverage, your age and Medicare eligibility and the age and Medicare eligibility of the eligible dependents you're enrolling will drive the plan options available to each covered family member. This will be explained in the Retiree Health Care Enrollment Kit you receive if you're eligible for retiree health care.

* Some Wells Fargo retirees from legacy organizations (and their eligible dependents) may qualify for a retiree medical subsidy under the Wells Fargo & Company Retiree Plan.

2025 COBRA rates

The following chart provides the 2025 COBRA monthly rates by health plan option including medical, dental, and vision coverage. Additional details about COBRA are provided in the *Benefits Book*, which will be available on Teamworks starting January 1, 2025.

Regular and fixed term full-time employees	You	You + spouse ¹	You + children ²	You + spouse ¹ + children ²
HSA Plan ³	\$729.12	\$1,531.14	\$1,312.40	\$2,114.42
Copay Plan with HRA ³	\$790.64	\$1,660.36	\$1,423.17	\$2,292.88
Local Copay Plan with HRA ³	\$806.36	\$1,693.36	\$1,451.45	\$2,338.44
Point of Service (POS) Kaiser Added Choice — Hawaii	\$876.19	\$1,840.00	\$1,577.14	\$2,540.95
Kaiser HMO — Colorado (Available in certain locations)	\$787.51	\$1,653.78	\$1,417.52	\$2,283.78
Kaiser HMO — Mid-Atlantic (Available in certain locations)	\$695.30	\$1,460.14	\$1,251.55	\$2,016.38
Kaiser HMO — Northern California (Available in certain locations)	\$835.03	\$1,753.58	\$1,503.07	\$2,421.60
Kaiser HMO — Southern California (Available in certain locations)	\$644.80	\$1,354.09	\$1,160.66	\$1,869.95
Kaiser HMO — Northwest (Available in certain locations)	\$901.35	\$1,892.84	\$1,622.43	\$2,613.92
Kaiser HMO — Washington (Available in certain locations)	\$745.79	\$1,566.17	\$1,342.43	\$2,162.80
UnitedHealthcare Global — Expatriate Insurance	\$849.67	\$1,869.01	\$1,614.17	\$2,633.53
Delta Dental Standard	\$39.91	\$75.85	\$97.86	\$133.79
Delta Dental Enhanced	\$47.34	\$89.90	\$115.89	\$158.46
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 coverage

Find out more

For additional information about COBRA continuation coverage, contact BenefitConnect™ | COBRA or refer to Appendix E of the *Benefits Book* on [HR Services & Support](#).

2025 retiree medical and dental rates

The following charts provide the 2025 full monthly premium amounts for the medical and dental plans offered under the Wells Fargo & Company Retiree Plan. Retirees are responsible for the full monthly premium amounts. However, if you're eligible for a retiree medical subsidy, the full retiree medical monthly premium amounts in the chart below will be reduced by the subsidy. Your eligibility for a retiree medical subsidy is dependent upon several factors, including your age and years of service at retirement. For additional information about retiree medical subsidies, refer to Appendix D of the Retiree *Benefits Book*. You may also contact the Wells Fargo Retirement Service Center at **1-877-HRWELLS** (1-877-479-3557), option 1.

Pre-Medicare Plan Name	You only	You + spouse ¹	You + children ²	You + spouse ¹ + children ²	Spouse ¹ only	Children ² only	Spouse ¹ + children ²
HRA-Based Medical Plan ³	\$1,266.54	\$2,533.08	\$2,279.77	\$3,546.31	\$1,266.54	\$1,013.23	\$2,279.77
HSA-Based Medical Plan	\$1,212.22	\$2,424.44	\$2,182.00	\$3,394.22	\$1,212.22	\$969.78	\$2,182.00
Kaiser Northern California HMO	\$1,311.16	\$2,622.32	\$2,360.08	\$3,671.24	\$1,311.16	\$1,048.92	\$2,360.08
Kaiser Southern California HMO	\$1,386.06	\$2,772.12	\$2,494.90	\$3,880.96	\$1,386.06	\$1,108.84	\$2,494.90
Kaiser Hawaii POS	\$1,279.04	\$2,558.08	\$2,302.27	\$3,581.31	\$1,279.04	\$1,023.23	\$2,302.27

1. Includes domestic partner

2. Includes domestic partner's children

3. Includes Out of Area coverage

Still need help deciding?

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

If you retire at or after age 65 or are eligible for Medicare before age 65

You can choose to:

1

Enroll in COBRA if you were enrolled in a Wells Fargo health plan immediately prior to leaving.

COBRA medical coverage pays in secondary position to Medicare Parts A and B, if you're eligible for Medicare (and not within your first 30 months of end-stage renal disease (ESRD) coverage), regardless of whether you're enrolled in Medicare Parts A and B. Please refer to Chapter 1 of the *Retiree Benefits Book* for additional information on ESRD.

Note: COBRA is not credible coverage for Medicare Part B. If you delay enrollment in Medicare Part B, you may be subject to Medicare premium penalties when you do enroll.

2

Enroll in regular Medicare Parts A, B, and D.

Generally, Medicare covers medical care and prescription drugs. You can buy Medicare supplement plans, often referred to as Medigap plans, in the Medicare marketplace. Alternatively, you may choose to enroll in COBRA dental and vision coverage, if eligible.

Note: You may defer your Medicare enrollment. Visit [medicare.gov](https://www.medicare.gov) for more information about the enrollment periods.

3

Enroll in a Wells Fargo-sponsored Medicare Advantage Plan if you're eligible for a Wells Fargo retiree medical subsidy.

If you're eligible for a subsidy toward the cost of Wells Fargo-sponsored coverage once you're eligible for Medicare, you'll be eligible for coverage under a Medicare Advantage plan offered as part of the Retiree Plan. You must be enrolled in Medicare Parts A and B to be eligible to enroll in a Wells Fargo-sponsored Medicare Advantage Plan. Visit [medicare.gov](https://www.medicare.gov) and [ssa.gov](https://www.ssa.gov) for more information. The Wells Fargo-sponsored Medicare Advantage plan options include prescription drug coverage, so you shouldn't enroll in a Medicare Part D (prescription drug) plan if you choose the Wells Fargo-sponsored Medicare Advantage Plan. Your eligibility for a retiree medical subsidy and the amount of your subsidy are dependent upon several factors, including your age and credited years of service with a former, or legacy, organization.

4

Enroll in a Medicare Supplement, Drug, or Advantage plan through a private insurer.

Medicare Supplement, Drug, and Advantage plans are offered by private insurers (who must follow Medicare rules) and bundle medical, prescription drug, and sometimes other additional benefits. You must be enrolled in Medicare Parts A and B to be eligible for these plans. Visit [medicare.gov](https://www.medicare.gov) for more information.



Good to know

If you were enrolled in the Wells Fargo medical plan for employees immediately prior to retirement, the plan is legally obligated to offer COBRA coverage to you upon your retirement, even if you're age 65 or over or Medicare eligible. However, as noted above, choosing COBRA medical coverage may not be the best option for you or any covered dependents if you're Medicare eligible. The COBRA medical plan will reimburse medical claims as if you're enrolled in Medicare Parts A and B, regardless of whether you're actually enrolled.

About Medicare

Medicare

Generally, eligibility for Medicare begins on the first day of the month in which you turn age 65. If your birthday is on the first day of the month, you become eligible for Medicare on the first of the prior month before you turn age 65.

The Wells Fargo Retirement Service Center provides a Retiree Health Care Enrollment Kit that includes plan options and monthly premiums. Request yours to help you make your decision.

Learn all about Medicare at [medicare.gov](https://www.medicare.gov) and enroll at [ssa.gov](https://www.ssa.gov).



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 aren't offered through original Medicare.

Part A — Hospital

Part B — Doctor and outpatient

Part D — Prescription drugs

Extra Programs — Beyond original Medicare

There are many Medicare Advantage plans available on the market. To compare options, visit the Find Health & Drug Plans at [medicare.gov](https://www.medicare.gov).

If you're eligible for a Wells Fargo-sponsored Medicare Advantage plan (as noted previously, only employees with a retiree medical subsidy are eligible), coverage will be available through the UnitedHealthcare® Group Medicare Advantage (PPO) plan. If you live in California, you'll also have the option to select a Kaiser Medicare Advantage plan.

Note: If you have medical coverage through your spouse, you may be able to defer your Medicare enrollment. Visit [medicare.gov](https://www.medicare.gov) for Special Enrollment Period information.

Understanding your options and costs

You can model your retiree health care options online:

- Sign on to <https://www.benefitconnect.wf.ehr.com>¹ 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.

Request your Retiree Health Care Enrollment Kit

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

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

Understand your benefits

Security

If you had certain benefits on your last day of employment, you may be able to convert or port coverage to create a safety net for yourself and your family. Read on!

Life insurance coverage

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 of your last day of employment, after which you typically have 31 days to continue your or your covered dependents' coverage through porting or converting options.

You should receive a personalized information packet from MetLife that details your options. For details about porting or converting, contact MetLife.

Accidental Death & Dismemberment (AD&D) Plan coverage

Your AD&D Plan coverage ends at the end of the month of your last day of employment. If you're enrolled in the AD&D Plan on your last day, you and your covered spouse, domestic partner, or dependent(s) may port coverage under the plan to an individual policy when coverage ends.

You should receive a personalized information packet from MetLife detailing your options. Contact MetLife if you have questions.

Legal Services Plan

Your coverage under the Legal Service Plan ends at the end of the month of your last day of employment, after which you have the option to convert coverage to an individual policy within 90 days.

You should receive a detailed letter from ARAG® outlining your converting options and contact information should you need assistance.

Critical Illness and Accident Insurance

In certain states, state insurance law may require MetLife to provide continuation of coverage for Critical Illness and Accident Insurance when coverage ends. Contact MetLife to confirm your eligibility.



Wells Fargo employee financial discounts

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



Wells Fargo Team MemberSM Checking^{2,3}

No monthly service fee, waived non-Wells Fargo ATM transaction fee, no-fee cashier's checks and money orders, and more!



Wells Fargo Platinum Savings

Waived monthly service fee!



Wells Fargo Employee Home Mortgage Program⁴

Exclusive home financing benefits!

LifeCare[®]

Take advantage of this resource and referral program while it's still available to you! Through the last day of the month of your last day of employment, access educational articles, webinars, and discussion groups on retirement-related topics and speak with a LifeCare specialist over the phone who can connect you with classes, volunteer opportunities, and other resources in your community.

LifeMart[®]

LifeMart helps you stretch your savings with discounts all through retirement on everyday products and services such as hotels, car rentals, cruises, sporting events, restaurants, electronics, gym memberships, and more.

Don't see what you're looking for?

If it's not here, it may be in the [Retiree Benefits Book](#). Reference it anytime for more information.



Keep in touch

Contacts

Don't let questions trip you up. You have support as you map out your ideal retirement — and when you venture beyond the planning phase.

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, 1 (relay service calls accepted) Monday through Friday, from 7:00 a.m. to 9:00 p.m., and Saturdays from 8:00 a.m. to 4:30 p.m. Central Time	Access 401(k) Plan from the HR Tools page on HR Services & Support.	Go to my401kplan.wf.com . ¹
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, 2 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Access the Cash Balance Plan from the HR Tools page on HR Services & Support.	Go to https://www.benefitconnect.wf.ehr.com . ¹
COBRA	1-877-29COBRA (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 .	Go to cobra.ehr.com .
Commuter Benefit	1-877-924-3967 (relay service calls accepted) 24 hours a day, 7 days a week, excluding some holidays	Access HealthEquity from the HR Tools page on HR Services & Support.	Go to teamworks.wellsfargo.com and select HealthEquity under Claims Administrators.
Critical Illness and Accident Insurance	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.
Deferred Compensation	1-888-729-2210 , option 1, Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time	Access SkyComp from the Executive Compensation page on HR Services & Support.	Go to bfp-skycomp.com/wf .
Discounts through LifeMart®	1-800-873-4636 (TTY: 1-800-873-1322) 24 hours a day, 7 days a week	Access LifeCare from the HR Tools page on HR Services & Support.	Go to discountmember.lifecare.com and use WELLSFARGOUSER (one word, all capital letters) as your screen name and password.

Plan	Over the phone	Online from work	Online from home (before or after you retire)
Health savings account (HSA)	1-844-326-7967 (relay service calls accepted) 24 hours a day, 7 days a week	Access Optum Bank from the HR Tools page on HR Services & Support.	Go to teamworks.wellsfargo.com and select Optum Bank.
Health Care flexible spending account (FSA)	1-877-924-3967 (relay service calls accepted) 24 hours a day, 7 days a week, excluding some holidays	Access HealthEquity from the HR Tools page on HR Services & Support.	Go to teamworks.wellsfargo.com and click HealthEquity under Claims Administrators.
Legal Services Plan	1-800-299-2345 Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Go to araglegalcenter.com (access code 16862wfc).	Go to araglegalcenter.com (access code 16862wfc).
LifeCare®	1-866-592-7213 (TTY: 1-800-873-1322) 24 hours a day, 7 days a week	Access LifeCare from the HR Tools page on HR Services & Support.	Go to member.lifecare.com . If you're not yet registered, click Start Now and, when prompted, use registration code WFARGO. You'll have access through the end of the month in which you retire.
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 Cash Award Plan	1-888-729-2210 , option 1, Monday through Friday, 8:00 a.m. to 5:00 p.m. Central Time	Access SkyComp from the Executive Compensation page on HR Services & Support	Go to bfp-skycomp.com/wf .
Long-Term Incentive Compensation	1-866-463-1070 (TTY: 1-800-231-5469) Monday through Friday, 2:00 a.m. to 8:00 p.m. Central Time, excluding bank holidays	Access Computershare from the Executive Compensation page on HR Services & Support	Go to equateplus.com .
Medicare (administered by the Social Security Administration)	1-800-772-1213 (TTY: 1-800-325-0778) Monday through Friday, 8:00 a.m. to 7:00 p.m.	Go to medicare.gov .	Go to medicare.gov .
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 .	Go to my.viabenefits.com/wf .

Plan	Over the phone	Online from work	Online from home (before or after you retire)
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 https://www.benefitconnect.wf.ehr.com .	Go to https://www.benefitconnect.wf.ehr.com .
Social Security Administration	1-800-772-1213 (TTY: 1-800-325-0778) Monday through Friday, 8:00 a.m. to 7:00 p.m. Central Time	Go to ssa.gov .	Go to ssa.gov .
Stock Purchase Plan	1-866-463-1070 (TTY: 1-800-231-5469) Monday through Friday, 2:00 a.m. to 8:00 p.m. Central Time, excluding bank holidays	Access Computershare from the Executive Compensation page on HR Services & Support.	Go to equateplus.com .
Supplemental 401(k) Plan	1-877-HRWELLS (1-877-479-3557), option 1, 1, 1 Monday through Friday, 7:00 a.m. to 9:00 p.m. Central Time and Saturday, 8:00 a.m. to 4:30 p.m. Central Time	Access 401(k) Plan from the HR Tools page on HR Services & Support.	Go to my401kplan.wf.com .
Supplemental Cash Balance Plan	1-877-HRWELLS (1-877-479-3557), option 1, 1, 2 (relay service calls accepted) Monday through Friday, 7:00 a.m. to 7:00 p.m. Central Time	Access Cash Balance Plan from the HR Tools page on HR Services & Support.	Go to https://www.benefitconnect.wf.ehr.com .
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	HR Services & Support	Online services not available.
Wells Fargo Platinum Savings	1-800-932-6736	On Teamworks, go to the Employee Banking site.	Online services not available.
Wells Fargo Team Member SM Checking	1-800-932-6735⁵	On Teamworks, go to the Employee Banking site.	Online services not available.
Wells Fargo Employee Home Mortgage Program	1-844-4-TEAMWF (1-844-483-2693)	Go to wellsfargo.com/employeehomemortgage .	Go to wellsfargo.com/employeehomemortgage .

Disclaimers, notices, and disclosures

The information in this guide about Medicare is provided for informational purposes only. Neither the Wells Fargo & Company Retiree Plan nor the Wells Fargo Retirement Service Center can provide any advice to you (or your dependents) about eligibility for or enrollment in Medicare. The Wells Fargo & Company Retiree Plan, the Plan Administrator, and Wells Fargo & Company and its subsidiaries and affiliates will not be responsible if you delay your enrollment in Medicare and are subject to late enrollment penalties or surcharges. Your failure to enroll in a timely manner in Medicare Part A and Part B will result in the termination of retiree medical coverage under the Wells Fargo & Company Retiree Plan and the inability to reenroll later.

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 employee 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 employee 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 employee 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.

Footnotes

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. If you are no longer classified as a current or retired employee by Human Resources, the Team MemberSM Checking account will convert to a standard Wells Fargo checking account and the terms and conditions of that account will apply.
3. Fees charged by non-Wells Fargo ATM owner/operator may apply.
4. To be eligible for the Wells Fargo Employee Home Mortgage Program, you must be an active Wells Fargo regular or fixed term employee or a retiree. Valid for new purchase or refinance mortgage loan applications taken through the Wells Fargo Employee Home Mortgage Program, subject to loan program availability. The benefits of the Wells Fargo Employee Home Mortgage Program cannot be combined with the benefits of bond programs, or any Wells Fargo programs or promotions except for Dream. Plan. Home.SM programs. The Wells Fargo Employee Home Mortgage Program closing cost credit, for some loan programs, cannot exceed the maximum loan fee contribution allowed by a seller or lender. A loan fee contribution occurs when the seller or lender pays for the buyer's closing costs. Contact your mortgage consultant for additional details, including current availability, terms, and conditions.
5. To open a Wells Fargo Team MemberSM Checking Account, you must visit a branch. Calling this number will connect you with customer service and is intended to provide you with general information only.

Disclosure about health savings accounts (HSAs)

HSAs are not part of any employee or retiree benefit plan covered by the Employee Retirement Income Security Act of 1974, as amended (ERISA) that is sponsored or maintained by Wells Fargo & Company or any of its subsidiaries or affiliates.

- Wells Fargo & Company does not represent that the HSA is an ERISA-covered employee benefit plan established or maintained by Wells Fargo & Company or any of its subsidiaries or affiliates.

An HSA is an individually owned account. The HSA will continue to be your account, even if you change your health plan option or drop your Wells Fargo & Company retiree coverage.