

Bank of Hawaii GROW Account™ Reward Program
Terms and Conditions and Agreement (“Agreement”)

Overview

The Bank of Hawaii GROW Account Reward Program (the “Program”) is an employer-funded incentive program to help our employees (up through and including Assistant Vice Presidents) grow a rainy day fund to cover those unforeseen emergencies by providing Rewards when saving thresholds are accomplished. Program becomes effective in January 2020 and can be terminated or changed by Bank of Hawaii at any time upon 30 days prior notification.

Eligibility

Each employee of Bank of Hawaii, its parent, subsidiaries and affiliates (“Employer,” “we,” “us,” “our”) up through and including Assistant Vice President, at time of enrollment, (each an “Eligible Employee,”) is eligible for the GROW Account Reward Program, to open one GROW Account, and to receive GROW Account Rewards (“Program Reward(s)").

To receive any Program Reward, the Eligible Employee must meet all terms and conditions provided in this Agreement and still be employed by Employer at the time a Program Reward is paid.

Requirements

To become a Program Participant, an Eligible Employee must open an EASE by Bank of Hawaii GROW Account (“GROW Account”) online individually in the Eligible Employee’s name. In order to participate in the Program, the Eligible Employee must qualify to open the GROW Account and authorize the sharing of their GROW Account information that Employer and Bank of Hawaii determine to be necessary to administer the Program, including but not limited to name, address, Social Security Number, account activity and balances (“GROW Account Information”), with Employer. An Eligible Employee may only open one GROW Account. Before opening the GROW Account, an Eligible Employee must have read these Terms and Conditions and Agreement in full. By proceeding to open a GROW Account, the Eligible Employee is certifying that they have read and understand these Terms and Conditions and Agreement, and meet all eligibility requirements and authorize the sharing of GROW Account Information with Employer.

As long as Program Participant’s GROW Account remains open, Program Participant agrees that the authorization to send GROW Account Information to Employer (even if Program Participant is no longer employed by Employer) remains in effect. Program Participant may only revoke such authorization to share GROW Account Information with Employer (or former Employer if they have terminated employment) by closing the GROW Account, which will result in termination from the Program and forfeiture of eligibility for any Program Rewards. Failure to meet eligibility requirements or follow these Terms and Conditions and Agreement may result in the closure of the GROW Account and/or forfeiture of any and all future Program Reward payments.

Program Rewards

On the last business day of January and July (each a “Determination Date”) following enrollment in the Program, Bank of Hawaii will determine whether a Program Participant has saved a total of \$500 or more, and is eligible to receive a one-time Program Reward of \$50 into the Program Participant’s

GROW Account and/or whether a Program Participant has saved a total of \$1,000 in the GROW Account, and is eligible to receive an additional one-time Program Reward of \$100 into the Program Participant's GROW Account. We will use the end of day ledger balance on a Determination Date to determine qualification for a Program Reward. Therefore, if the Program Participant had saved the \$500 or \$1,000 prior to a Determination Date, but Program Participant, a co-owner or authorized signer on the GROW Account also made withdrawals prior to the Determination Date taking the GROW Account end of day ledger balance to below the \$500 or \$1,000 level, Program Participant will not receive the Program Reward.

Please note that it is possible to be eligible to receive both Program Rewards on the same Determination Date. For example, if Program Participant opened their GROW Account on May 1st and on the July 31st Determination Date the GROW Account end of day ledger balance is \$1,000, the Program Participant would receive both the \$50 Reward and the \$100 Reward at the same time.

Program Rewards will be deposited into the Program Participant's GROW Account during the month following the Determination Date (e.g. August and February), provided the Program Participant is still employed by Employer and the GROW Account remains open.

Program Rewards are considered compensation and Program Participant is responsible for all federal, state, local and payroll taxes. Employer will pay Program Participant an additional amount to cover the estimated amount of income taxes Program Participant will owe on the Program Reward(s). Additional amount paid and tax deductions will be processed via Payroll. Please note that each individual's situation is unique and the additional amount paid to Program Participant by Employer may or may not cover the actual amount of taxes that they owe.

Termination

A Program Participant may terminate his/her Participation in the Program at any time by closing the GROW Account.

Program Participant will be automatically terminated from the Program if employment with Employer is terminated.

Program Participant may continue to maintain the GROW Account after termination from the Program, however, as long as the GROW Account remains open, Program Participant agrees that the authorization to send GROW Account Information to Employer (even if Program Participant is no longer employed by Employer) remains in effect. No further Program Rewards will be paid to the GROW Account.

Enrollment

Program enrollment can be done at any time as long as an employee is an Eligible Employee. Refer to the People Services website for the enrollment link. Once an Eligible Employee has reviewed these Terms and Conditions and Agreement, he/she may enroll in the Program by opening a GROW Account through the People Services website. By applying for and/or opening a GROW Account an Eligible Employee is:

1. certifying that he/she has read and understood all the terms, conditions and requirements of this Terms and Conditions and Agreement;

2. certifying that he/she meets all eligibility requirements for the Program;
3. authorizing Bank of Hawaii to provide Employer with GROW Account Information and authorizing Employer to utilize all GROW Account Information in order to administer the Program, including the sharing of the GROW Account Information amongst Employer's employees on a need to know basis; and
4. acknowledging that if participation in the Program is terminated, or the GROW Account is closed, Program Rewards will no longer be paid.

Inquiries

Contact People Service Center #329 at 1 (877) 277-2898 or via email at PeopleServices@boh.com

By proceeding to open a GROW Account, the Eligible Employee is certifying that they have read and understand these Terms and Conditions and Agreement, and meet all eligibility requirements and authorize the sharing of GROW Account Information with Employer.

[Click here to open a GROW Account](#)