



Kate Phillips

Head of Global Benefits
Bank of America

As Head of Global Benefits, Kate works to provide competitive benefits that help make Bank of America a Great Place to Work while supporting the diverse needs of our teammates globally. She is responsible for delivering physical, emotional, and financial benefits and wellness programs including healthcare plans and accounts, the Employee Assistance Program (EAP), time away, education benefits, the employee discount program and much more.

Under Kate's leadership, the company has implemented enhancements to numerous programs in response to market trends and employee needs. These include the expansion of family planning benefits, cancer support, menopause and midlife health support, virtual care offerings for dermatology and physical therapy, additional mental health support through increased onsite EAP counselors, health support through Well, Global Get Active! — the bank's annual physical wellness challenge, and an increased International Parental Leave standard.

Prior to this role, Kate led Life Event Services (LES), a team dedicated to supporting employees and their families during major life events by providing personalized connections to resources and benefits, leveraging experts inside and outside the company.

Kate joined Bank of America in 2008 as part of a Human Resources development program. She has held HR generalist roles supporting the bank's Risk, Compliance, Marketing, Legal, and Corporate Audit and Credit Review functions. Kate also previously served as the HR Executive for the Local Markets Organization and led the Market HR network across the U.S.

Kate holds a Bachelor of Arts degree in Communication from Wake Forest University and a Master's in Business Administration from George Washington University.

Kate participates in the policy and advisory boards of the ERISA Industry Committee and the American Benefits Council. She and her husband Ben reside in Charlotte, NC and have two sons, Matthew and Luke.