



AMERICAN EQUITY
INVESTMENT LIFE INSURANCE COMPANY®

2019 Employee Benefits Guide



Benefits Enrollment Overview

2019 Compensation and Benefits Approach

American Equity strives to invest the organization's compensation and benefit dollars in programs that will attract, retain, motivate and reward employees for delivering the performance and results needed to achieve the goals of the company.

Your 2019 Benefit Program is designed to achieve the following:

- Expand choices, enabling employees to select the benefits that fit their specific needs
- Provide an option to elect medical, dental, vision and/or flexible spending accounts annually
- Help our employees to be educated users of health care
- Maintain an affordable cost structure for employees without sacrificing quality
- Offer open enrollment annually to allow for modifications to benefits package
- Align plan year with other local companies (January-December) open enrollment time frame

Overview of Benefit Programs

The company offers a wide range of benefits designed to meet your needs throughout your career as well as to accommodate your personal needs. Overall, when compared to those of other employers, our benefits are aligned with, and in many cases better than, the local market.

A great example of how we have chosen to differentiate ourselves is through our competitive benefits. Our medical and dental plans low employee premium, low deductibles and high medical and dental coverage are in many cases better than the local market and local competitors.

Our 401(k) plan provides a rich savings opportunity for you to invest in your future. With a company match of up to 4 percent of eligible compensation, the company has chosen to assist you in saving for your future. Additionally, we offer an ESOP contribution of 6% of your ESOP eligible earnings. Not only is money designated for the Click bonus pool, but it is also allocated to employee ESOP accounts. Our Employee Stock Option Plan (ESOP) is a supplement to our 401(k) plan allowing for you to share in the success of the company and be better prepared for retirement.

Life Events

Qualifying Life Events are as follows:

- Change in Marital Status (Marriage/Divorce)
- Birth/Adoption of Child(ren)
- Death of a Spouse
- Loss or significant change in spousal insurance coverage

When a qualifying life event occurs, you have a window of opportunity to make certain benefit changes. In order to facilitate any changes, we must have written proof of the event. The following documentation is required for us to make any changes: Marriage Certificate, Divorce Decree, Birth Certificate, Adoption Documentation, Death Certificate and proof of spousal insurance coverage change from previous carrier.

In order for any changes to be made to insurance coverage, changes are required to be completed within 30 calendar days of the event.

Medical Benefits

Your 2019 Blue Cross Blue Shield (BCBS) Alabama medical plan provides comprehensive medical coverage that protects you and your family in the event of routine office visits or high, unexpected health care expenses. Because our medical coverage is an annual enrollment event, you can opt in/out on an annual basis each year.

The following chart outlines our plan design as of January 1, 2019. Refer to the Summary Plan Description for specific coverage details including out-of-network plan details.

Medical Plan Effective 1/1/19	
In-Network	
Calendar Year Deductible	\$400 Per Individual \$800 Per Family
Out-of-Pocket Maximum	\$2,000 Per Individual \$4,000 Per Family Includes Deductible and Copayments
Physician Office Visit	\$25 copay
Lab & Pathology	Plan pays 100%
Preventive Care	Plan pays 100%
Inpatient Services	Plan pays 80% after deductible is met
Outpatient Services	Plan pays 80% after deductible is met
Emergency Room Services	\$125 copay
Mental Health Services	Plan pays 80% after deductible is met for all in network providers (includes counselors, therapists)
Pharmacy Select Network	
Non-Maintenance Medications (30 days)	
Generic	\$10
Preferred Brand	\$30
Non-Preferred Brand	\$50
Maintenance Medications (60 days)	
Generic	\$10
Preferred Brand	\$30
Non-Preferred Brand	\$50

This is a brief summary of the Medical Plan. Certain limitations and exclusions apply. For exact terms and conditions, please refer to your summary plan description.

Medical Benefits (continued)

2019 Per Pay Period Premiums	Annualized Salary		
	<\$40,000	\$40,000-\$80,000	\$80,001 +
Single	\$40.45	\$50.81	\$58.84
Employee + Spouse	\$97.07	\$121.13	\$141.16
Employee + Child(ren)	\$93.02	\$116.08	\$135.27
Family	\$109.21	\$136.27	\$158.80

Dental Benefits

Dental Insurance is provided through Delta Dental of Iowa. As your primary dental insurance carrier, Delta Dental offers a strong provider network nationally. In addition, they provide lower contracted charges, which reduce point-of-service costs for employees and eliminates balanced billing by providers.

The following chart outlines our plan design as of January 1, 2019. Refer to the Summary Plan Description for specific coverage details including out-of-network plan details.

2019 Dental Benefits

Annual Limits \$2,500 Per Individual Over Age 19 / \$1,000 Lifetime Orthodontia

Annual Deductible \$25 Individual / \$75 Family

Check Ups and Teeth Cleaning

(Diagnostic and Preventive Services)

- Dental Cleaning 100%
- Oral Evaluation
- X-Rays

Cavity Repair and Tooth Extractions

(Routine and Restorative Services)

- Emergency Treatment 100%
- Routine Oral Surgery
- Space Maintainers

Root Canals

(Endodontic Services)

- Direct Pulp Cap 100%
- Pulpotomy
- Root Canal Therapy

Periodontal Services

- Surgical and Non-Surgical 80% after deductible
- Maintenance Therapy

Cast Restorations and Prosthetic Services

- Inlays, Onlays, Crowns, Post and Cores 50% after deductible
- Bridges and Dentures
- Implants

Straighter Teeth

(Orthodontics — eligible children to age 19)

50% coinsurance, no deductible

This is a brief summary of the Dental Plan. Certain limitations and exclusions apply. For exact terms and conditions, please refer to your summary plan description.

Dental Benefits (continued)

2019 Per Pay Period Premiums	Annualized Salary		
	<\$40,000	\$40,000-\$80,000	\$80,001 +
Single	\$3.21	\$4.00	\$4.66
Employee + Spouse	\$7.70	\$9.60	\$11.19
Employee + Child(ren)	\$7.38	\$9.20	\$10.72
Family	\$8.66	\$10.81	\$12.58

Vision Benefits

DeltaVision is our provider for vision. DeltaVision uses EyeMed Insight network providers.

The following chart outlines our plan design as of January 1, 2019. Refer to the Summary Plan Description for specific coverage details including out-of-network plan details.

	Benefits	Frequency
Exam	\$10 copay	Every 12 Months
Dilation	\$0	
Eye Exam Refraction	\$0	
Frame	80% of Balance over \$150	Every 24 Months
Lenses		Every 12 Months
<ul style="list-style-type: none"> • Single Vision • Lined Bifocal • Lined trifocal 	\$10 copay \$10 copay \$10 copay	
Lens Enhancements		Every 12 months
<ul style="list-style-type: none"> • Standard Progressive • Premium Progressive -Tier 1 -Tier 2 -Tier 3 -Tier 4 • Lenticular • Other Lens type 	\$75 copay \$95 \$105 \$120 80% of Charge less \$120, plus \$75 copay \$10 copay 80% of Charge	
Lens Options		Every 12 months
<ul style="list-style-type: none"> • UV Coating • Tint • Standard Scratch-Resistance • Standard Polycarbonate • Standard Anti-Reflective Coating 	\$15 \$15 \$15 \$40 \$45	

Vision Benefits (continued)

Contact Lens Exam		Every 12 months
• Standard fitting and follow up exam	\$0	
• Premium fitting and follow up exam	\$0 Copay, 10% off retail price, \$55 allowance	
• Medically Necessary Contact Fitting and Follow-up Exam	\$0	
Contact Lens		Every 12 months
• Contact Lens-Conventional	85% of Balance over \$150	
• Contact Lens-Disposable	85% of Balance over \$150	
• Medically Necessary Contacts	\$0	
LASIK or PRK Vision Correction	85% of Retail Price or 95% of Promotional Price	Every 12 months

This is a brief summary of the Vision Plan. Certain limitations and exclusions apply. For exact terms and conditions, please refer to your summary plan description.

2019 Per Pay Period Premiums

Employee Only	\$4.36
Employee + Spouse	\$8.31
Employee + Child(ren)	\$9.41
Family	\$12.42

Disability & Life Insurance

Short-Term Disability Plan (STD)

The American Equity Short-Term Disability (STD) Plan is designed to provide income replacement protection in the event you are unable to perform some or all of your job duties due to a medically certified health condition.

Key Plan Components

- All full-time regular employees (those with weekly standard hours of 30 or more per week) are eligible to participate in the STD plan. American Equity's STD plan is a fully paid company benefit. All FT employees are enrolled as of the first of the month following your date of hire.
- STD benefits replace 60 percent of "weekly base earnings" for up to 90 (minus the waiting period) calendar days. For most eligible employees, weekly base earnings is your hourly pay rate x 37 hours.

Long-Term Disability Plan (LTD)

American Equity's Long Term Disability plan is a fully paid company benefit. The LTD Plan is designed to provide financial protection by paying a portion of your income while you have a long period of disability. The benefit you receive is calculated on basic monthly earnings before your disability began.

Key Plan Components

- All full-time employees are automatically enrolled in the LTD plan effective the first of the month following date of hire.
- Provides income replacement of 60 percent of "basic monthly earnings" after the 90 day waiting period. For most eligible employees, basic monthly earnings is your monthly base salary (annual salary divided by 12 or hourly rate x 37 hours x 52 weeks divided by 12 months).
- Benefits continue as long as you remain disabled until age 65 or age 67 depending on your normal retirement age.
- Employees can choose to be taxed on the company premium if they wish to have their monthly benefit payments non-taxable if paid. **See HR if you are interested in this option.**

Life Insurance & Accidental Death and Dismemberment (AD&D)

We have a responsibility to protect those who depend on us with a sufficient amount of life insurance protection. Life insurance is an important component of your family's financial security.

• Company-Paid Basic Life & AD&D

The company is pleased to provide Basic Life Insurance and AD&D coverage equal to one times your annual base salary rounded to the next highest \$1,000 excluding overtime and bonuses. The maximum coverage amount is \$200,000 and minimum coverage amount is \$50,000. The company provides both benefits at no cost to you.

• Supplemental Voluntary Life

In addition to your Company-Paid Life Insurance, you may purchase Supplemental Voluntary Life Insurance. **You are able to elect coverage up to the guarantee issue. If you wish to increase coverage greater than the guarantee issue, you must provide evidence of insurability and be approved by the insurance company before coverage is effective.**

Employees are eligible to purchase Supplemental Voluntary Life insurance for their spouse or children **only** if they elect supplemental insurance for themselves. The cost of your coverage is dependent upon your age, your spouses age and the amount of coverage elected. Rates can be found within the Benefits folder by going to the UltiPro home page.

Disability & Life Insurance (continued)

Employee Supplemental Life Insurance	Spousal Supplemental Life Insurance	Child(ren) Supplemental Life Insurance
<ul style="list-style-type: none">• Available in increments of \$10,000 up to a maximum of \$300,000• Company pays first \$10,000 of coverage• Guarantee Issue is \$100,000 of voluntary life insurance without underwriting.	<ul style="list-style-type: none">• Available in increments of \$5,000 up to a maximum of \$150,000• Coverage cannot exceed 50% of the employee's supplemental coverage• Guarantee Issue is the lesser of 50% of the employees coverage amount or \$50,000 without underwriting.	<ul style="list-style-type: none">• Available in increments of \$1,000 with a maximum benefit of \$10,000• Participation in the plan covers all children at one rate• Coverage will end at the end of the calendar month in which the child turns 19 unless a full-time student or disabled and supported by you

Other Benefits

401(k) and ESOP

The American Equity 401(k) Retirement Plan and American Equity Employee Stock Ownership Plan (ESOP) offer ease and convenience to help you start saving today for your future. American Equity helps you even more by contributing a dollar-for-dollar match on contributions up to 3% and 50 cents per dollar above 3% up to 5% of eligible compensation deferrals (for a total maximum match of 4%). Once enrolled, you can log into your account at www.principal.com to review your account balance, current elections and/or to enroll or change your elected deferrals to the plan.

Paid Time Off (PTO)

American Equity supports our employees in balancing their life and work, and encourages employees to take time away to refresh and rejuvenate. Each regular, full-time employee is eligible for Paid Time Off (PTO) hours according to years of service and job level. You may use your PTO hours however you choose, including but not limited to illness, vacation, scheduled appointments, and family needs.

American Equity depends on our employees to provide the excellent customer service upon which our organization was built. Please work with your manager to schedule your PTO as far in advance as possible. Managers will strongly consider staffing levels as they determine whether to approve PTO.

Annual PTO Allowance for Active Regular Employees

Years of Service (first year pro-rated to start date)	Paid Time Off Hours Based on Title Level	
	Level I - Staff and Team Leader	Level II - Manager and Above
0 - 1	160 hours	192 hours
2 - 4	176 hours	208 hours
5 - 9	192 hours	224 hours
10 - 14	208 hours	240 hours
15+	224 hours	240 hours

Transition Provisions:

1. Employees assigned to PTO Level II in calendar year 2018 will generally continue to be eligible for Level II in 2019 regardless of job title project implications.
 2. Non-exempt employees active on 12/31/16 with accrued sick-leave received a one-time transition of up to 96 hours of sick leave reserved in a grandfathered bucket to be used only to supplement Short-Term Disability (from 60% pay to 100%). These hours remain available until such time as they are fully used or employment ends.
- Part-time employees receive prorated PTO hours based on their standard hours per week.
 - PTO level for years of service is effective January 1 of the calendar year. Upon an anniversary that moves an employee to the next years of service category, an additional 16 hours of PTO will be added to the PTO bank.
 - Employees may carryover up to 40 hours of PTO to be used anytime in the next calendar year.
 - Time off may be requested in a minimum of 30 minute increments for non-exempt employees and a minimum of 4 hours for exempt employees.
 - If an employee elects to transfer to a job with a lower PTO eligibility level, he/she will be eligible at the lower level effective the date of the job change.
 - Employees are required to use PTO as a source of pay while on approved leaves of absence until PTO balance is at 37 hours.
 - Any make-up time approved by management must be made up in the same work week.
 - PTO hours are not counted as hours worked for purposes of overtime eligibility.
 - Upon termination of employment, employees will be paid for any unused PTO on a pro-rata basis according to termination date OR will be asked to repay any PTO that was overused on a pro-rata basis according to termination date.
 - An employee cannot extend their termination date with the usage of PTO.
 - Employees are encouraged to maintain 37 PTO hours to satisfy the requirement of the wait period for Short-Term Disability benefits.

Other Benefits (continued)

Fitness Reimbursement

Employees will be reimbursed for membership dues or fitness activity fees on an annual basis for the prior year not to exceed \$300 per employee or \$25 per month based upon fee/due paid and duration of time the fee/due covers. Reimbursement will be based upon actual dues or fees paid up to a maximum of \$25.00 per month. The cost of fitness equipment is excluded from this program. Center dues or program fees only apply.

Employees who submit a request with supporting documentation no later than January 30th of each year will be reimbursed under this policy. Annual paycheck reimbursement for the prior year will be included one-time annually on or near February 15th and is considered taxable income to employees. Reimbursement is provided for months employed as an active employee during the prior year. Employees must be actively employed on the date payment is made.

Employee Annuity Offering

All American Equity employees have the option of payroll deducting for an Annuity, please refer to the Index Annuity Information Packet in the Employee Benefit folder.

CIGNA Healthy Rewards Program

All American Equity employees are eligible to participate in any of the Healthy Rewards Benefits. Please see the program information in your Benefit folder.

Bonus Opportunities

American Equity is pleased to offer opportunities for employees to earn bonuses. To be eligible for the bonus, employees must be actively employed on the date payment is made.

Employee Referral Policy

American Equity is always looking for qualified employees and appreciates recommendations made by existing employees. If a new employee indicates they were referred by an existing employee, the existing employee will receive \$1000 - paid at the time of hire.

This program is for full-time, regular employees hired. Employees must be actively employed on the payment date to receive the benefit.

To avoid a conflict of interest, the following individuals are not eligible for referral bonus: hiring manager, recruiter, anyone in the selection process, senior leadership and executive teams.

Employee Assistance Plan (EAP)

To learn more about your EAP benefit, reference the link for Payroll and Benefits within UltiPro.

From UltiPro go to Menu :

- > Myself**
- > My Company**
- > Company Information**
- > Click on the Link to Payroll and Benefits Information**

Flexible Spending Account (FSA) Plans

The Flexible Spending Account plans allow you to be reimbursed for certain approved medical and dependent care expenses on a pre-tax basis within the plan year.

Health Care FSA

You may enroll in the health care flexible spending account to pay for qualified medical, dental and vision expenses on a pre-tax basis.

Dependent Care FSA

You may enroll in the dependent care flexible spending account to save money on taxes while paying for eligible dependent care expenses.

Advantages of participating in a Flexible Spending Plan include:

- You may set aside tax-free dollars to pay for eligible medical, dental and/or vision expenses, and/or dependent care expenses.
- Deductions are made on a pre-tax basis, so you lower your taxable income for the year.
- You may elect to have reimbursement automatically deposited to your checking or savings account if you do not pay for your expense with your TASC debit card.
- 2019 annual pre-tax limits are \$5,000 for dependent care and \$2,700 for Medical FSA.
- You may carryover up to \$500 from your 2019 Medical Account into the next plan year for use by March 31, 2020. Expenses related to carry-over funds must be submitted for reimbursement by March 31, 2020.
- Dependent Care accounts are granted a grace period (until March 15, 2020) to submit qualified expenses for dependent care from 2019.

Please reference www.tasconline.com for a listing of eligible health and dependent care expenses.

Carrier Contact Information

Carrier	Customer Service Phone #	Website
BCBS Of Alabama • Medical Plan	1-800-292-8868	www.bcbsal.org
Delta Dental • Dental Plan of Iowa	1-800-544-0718	www.deltadentalia.com
DeltaVision • Vision Plan	1-800-544-0718	www.deltadentalia.com/deltavision
Cigna • Life and AD&D Insurance • Long-Term Disability	1-800-362-4462	www.cigna.com
TASC • Flexible Spending Accounts	1-608-241-1900	www.tasconline.com
Principal • 401(k) and ESOP	1-800-986-3343	www.principal.com
AE HR Team • Short-Term Disability	Ext 3588	UltiPro Home Page

Periodically American Equity reviews its Total Rewards plans. The company reserves the right to make changes to its compensation and benefits offerings within the parameters of the law. These changes may be made with or without notice at the sole discretion of the company.

American Equity

Commitment to Values

Service

Our contract owners are why we are here, and we do our best to provide service, second to none, every day.

Integrity

Our values of honesty, fairness and truthfulness have been central to our past success and will continue to be for generations to come.

Excellence

Our dedication to going above and beyond in every facet of our business has established us as a top-tier fixed index annuity provider.

Safety

Our products provide Sleep Insurance[®] for contract owners that can trust their principal is protected and their income is guaranteed for life.



American Equity Investment Life Insurance Company[®]
6000 Westown Pkwy, West Des Moines, IA 50266

www.american-equity.com • Call us at 888-221-1234