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**AMERICAN EQUITY**  
INVESTMENT LIFE INSURANCE COMPANY®

# 2020 Employee Benefits Summary





<p><b>ELIGIBILITY</b></p>	<p>Full-time employees (those regularly scheduled to work 37 hours per week) and part-time benefit eligible employees (those regularly scheduled to work more than 30 hours per week but less than 37 hours per week) are considered by American Equity to be “benefit eligible” employees. See the Employee Handbook for specific qualifications. Eligible employees and dependents may enroll in the benefit plans within the first thirty (30) days of employment, during the open enrollment period, or if an employee or dependent experiences a “Life Event.” Benefits are effective the first of the month following date of hire.</p>																						
<p><b>MEDICAL INSURANCE</b></p>	<p>BlueCross BlueShield of Alabama is our health insurance carrier. You may seek services from in-network and out-of-network providers. Utilizing an in-network provider offers an enriched benefit with lower cost sharing. If you select an out-of-network provider, you will be responsible for any additional charges the insurance company does not allow.</p> <table border="1" data-bbox="349 709 1372 1192"> <thead> <tr> <th colspan="2">In-Network</th> </tr> </thead> <tbody> <tr> <td><b>Deductible</b></td> <td>\$400 Single \$800 Family</td> </tr> <tr> <td><b>Out-Of-Pocket Maximum</b></td> <td>\$3,000 Per Individual/\$6,000 Family</td> </tr> <tr> <td><b>Physician Office Visits</b></td> <td>\$25</td> </tr> <tr> <td><b>Emergency Room</b></td> <td>\$125 Copay-Facility \$25 Copay-Physician Charges</td> </tr> <tr> <td><b>Outpatient Surgery</b></td> <td>Plan pays 80% after deductible met</td> </tr> <tr> <td><b>Inpatient Hospital</b></td> <td>Plan pays 80% after deductible met</td> </tr> <tr> <td><b>Lab &amp; Pathology</b></td> <td>100% Paid by Plan</td> </tr> </tbody> </table>	In-Network		<b>Deductible</b>	\$400 Single \$800 Family	<b>Out-Of-Pocket Maximum</b>	\$3,000 Per Individual/\$6,000 Family	<b>Physician Office Visits</b>	\$25	<b>Emergency Room</b>	\$125 Copay-Facility \$25 Copay-Physician Charges	<b>Outpatient Surgery</b>	Plan pays 80% after deductible met	<b>Inpatient Hospital</b>	Plan pays 80% after deductible met	<b>Lab &amp; Pathology</b>	100% Paid by Plan						
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<p><b>DENTAL INSURANCE</b></p>	<p>American Equity provides a comprehensive dental plan through Delta Dental of Iowa. Payments are based on the Dental Network fee schedule, depending on which provider you choose to use.</p> <table border="1" data-bbox="349 1396 812 1745"> <thead> <tr> <th colspan="2">Coverage Level</th> </tr> </thead> <tbody> <tr> <td><b>Average Employee Contribution</b></td> <td>\$16.62</td> </tr> <tr> <td><b>Annual Deductible</b></td> <td>\$25 Single \$75 Family</td> </tr> <tr> <td><b>Annual Maximum Benefit</b></td> <td>\$2,500 Per Individual</td> </tr> </tbody> </table> <table border="1" data-bbox="836 1396 1510 1837"> <thead> <tr> <th>Services</th> <th>Percentage Paid</th> </tr> </thead> <tbody> <tr> <td><b>Diagnostic &amp; Preventive</b></td> <td>100%</td> </tr> <tr> <td><b>Restorative (fillings)</b></td> <td>100%</td> </tr> <tr> <td><b>Endodontic (root canals)</b></td> <td>100%</td> </tr> <tr> <td><b>Periodontics (surgical &amp; non-surgical)</b></td> <td>80% after deductible</td> </tr> <tr> <td><b>Prosthetic (crowns &amp; dentures)</b></td> <td>50%</td> </tr> <tr> <td><b>Orthodontics (under age 26)</b></td> <td>50%</td> </tr> </tbody> </table>	Coverage Level		<b>Average Employee Contribution</b>	\$16.62	<b>Annual Deductible</b>	\$25 Single \$75 Family	<b>Annual Maximum Benefit</b>	\$2,500 Per Individual	Services	Percentage Paid	<b>Diagnostic &amp; Preventive</b>	100%	<b>Restorative (fillings)</b>	100%	<b>Endodontic (root canals)</b>	100%	<b>Periodontics (surgical &amp; non-surgical)</b>	80% after deductible	<b>Prosthetic (crowns &amp; dentures)</b>	50%	<b>Orthodontics (under age 26)</b>	50%
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<p><b>VISION PLAN</b></p>	<p>DeltaVision is our vision insurance carrier. DeltaVision has a large network of national and regional optical chain retailers that provide vision products at a reduced rate. DeltaVision offers a comprehensive eye exam, standard lenses, allowances on frames and contact lenses.</p> <table border="1" data-bbox="349 384 1516 795"> <thead> <tr> <th colspan="2" data-bbox="349 384 810 432">Co-Pay (Per Insured)</th> <th colspan="2" data-bbox="833 384 1516 432">In-Network Coverage</th> </tr> </thead> <tbody> <tr> <td data-bbox="349 436 686 478">Eye Exam</td> <td data-bbox="690 436 810 478">\$10</td> <td data-bbox="833 436 1170 478">Vision Exam</td> <td data-bbox="1174 436 1516 478">\$10</td> </tr> <tr> <td data-bbox="349 483 686 525">Materials</td> <td data-bbox="690 483 810 525">\$10</td> <td data-bbox="833 483 1170 525">Materials - Frames</td> <td data-bbox="1174 483 1516 525">80% of Balance over \$150</td> </tr> <tr> <td data-bbox="349 529 686 571">Contact Lens Fit</td> <td data-bbox="690 529 810 571">\$0</td> <td data-bbox="833 529 1170 646"> <b>Materials- Contact Lens</b> <ul style="list-style-type: none"> <li>• Conventional</li> <li>• Disposable</li> </ul> </td> <td data-bbox="1174 529 1516 646">           80% of Balance over \$150            80% of Balance over \$150         </td> </tr> <tr> <td></td> <td></td> <td data-bbox="833 651 1170 795"> <b>Contact Lens Fit</b> <ul style="list-style-type: none"> <li>• Standard</li> <li>• Specialty</li> </ul> </td> <td data-bbox="1174 651 1516 795">           \$0 copay            \$0 copay         </td> </tr> </tbody> </table>	Co-Pay (Per Insured)		In-Network Coverage		Eye Exam	\$10	Vision Exam	\$10	Materials	\$10	Materials - Frames	80% of Balance over \$150	Contact Lens Fit	\$0	<b>Materials- Contact Lens</b> <ul style="list-style-type: none"> <li>• Conventional</li> <li>• Disposable</li> </ul>	80% of Balance over \$150 80% of Balance over \$150			<b>Contact Lens Fit</b> <ul style="list-style-type: none"> <li>• Standard</li> <li>• Specialty</li> </ul>	\$0 copay \$0 copay
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<p><b>FLEXIBLE SPENDING ACCOUNTS</b></p>	<ul style="list-style-type: none"> <li>• American Equity has a flexible spending program for reimbursement of Medical and/or Dependent Care eligible expenses.</li> <li>• Re-enrollment is required each calendar year. Health Equity is our Flexible Spending Account Administrator.</li> </ul>																				
<p><b>GROUP TERM LIFE INSURANCE AND AD&amp;D</b></p>	<p>In the event of an employee's death, this employer-paid plan provides a settlement to your beneficiary equal to one times your annual salary up to a maximum of \$200,000. An equal amount of accidental death and dismemberment insurance is provided as well. Benefits are based on employee class eligibility. Minimum coverage is \$50,000.</p>																				
<p><b>SUPPLEMENTAL LIFE INSURANCE AND AD&amp;D</b></p>	<p>Benefit eligible employees may apply for additional basic term life insurance at their own cost. Guaranteed issue amounts for new hires are \$100,000 coverage for employees, \$50,000 for spouses and \$10,000 for children. Employee coverage is sold in units of \$10,000, spouse coverage in units of \$5000 and child coverage in units of \$1,000. At least one unit of employee coverage must be purchased if buying spouse or child insurance. The Company pays the first \$10,000 of supplemental employee coverage.</p>																				
<p><b>DISABILITY INSURANCE</b></p>	<ul style="list-style-type: none"> <li>• American Equity pays the cost of Short and Long Term Disability insurance for all benefits eligible employees.</li> <li>• Short Term Disability insurance compensates 60% of wages to the disabled employee up to 90 days after a 37-hour waiting period.</li> <li>• Long Term Disability compensates 60% of wages to the disabled employee following the 90-day short term disability period. Employees can elect to have LTD premium taxed to provide a tax free benefit payment.</li> </ul>																				

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<p><b>RETIREMENT SAVINGS</b></p>	<ul style="list-style-type: none"> <li>• 401(k) Retirement Plan (employee &amp; employer contributions)             <ul style="list-style-type: none"> <li>◦ Regular benefits-eligible employees over the age of 18 may enroll in American Equity’s 401(k) savings plan and defer a percentage of their own salary on the first of the month following 30 days of employment. American Equity will provide a matching contribution of 100% of your 401(k) contributions up to three percent of your eligible compensation, plus a 50% match on your contributions between 3% and 5% of your eligible compensation (for a maximum match of 4%). To get the maximum employer match of 4%, an employee must defer at least 5%.</li> <li>◦ The employer match is funded with every payroll to participant’s accounts.</li> </ul> </li> <li>• Employee Stock Ownership Plan (available to those who meet the requirements)             <ul style="list-style-type: none"> <li>◦ Eligible employees can enter the ESOP plan on the first of the month following six months of employment.</li> <li>◦ This benefit is employer funded twice annually.</li> </ul> </li> </ul>
<p><b>EMPLOYEE ASSISTANCE PROGRAM</b></p>	<p>American Equity provides Employee Assistance Programs. The EAP programs offer resources for life’s challenges. This service is 24/7, confidential, and can help with relationship issues, legal issues, financial issues, mental health/substance abuse issues, grief issues and more. All services are kept confidential between the employee and EAP.</p>
<p><b>PTO</b></p>	<ul style="list-style-type: none"> <li>• Employees are granted PTO hours every year on Jan. 1.             <ul style="list-style-type: none"> <li>◦ New hires are pro-rated for the year based on their date of hire.</li> </ul> </li> <li>• Employees receive a generous allotment of hours based upon years of service.</li> <li>• PTO hours not earned in the year must be paid back upon termination.</li> <li>• Up to 40 unused PTO hours may be carried over each year end.</li> </ul>
<p><b>PAID HOLIDAYS</b></p>	<p>Eight (8) paid holidays per year: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and one (1) floating holiday per year.</p>
<p><b>OTHER BENEFITS</b></p>	<p>For more details, please contact Human Resources.</p> <ul style="list-style-type: none"> <li>• Advancement opportunities</li> <li>• Payroll direct deposit to multiple accounts</li> <li>• Workers’ compensation</li> <li>• Discounts on various services and events</li> <li>• 37 hour work week and off at 1 o’clock pm on Fridays</li> <li>• Education assistance</li> <li>• Volunteer services</li> <li>• Numerous employee activities</li> <li>• Enhanced employee annuities for employees and their eligible dependents</li> <li>• Various bonus opportunities offered</li> </ul>
<p><b>VOLUNTEER LEAVE</b></p>	<ul style="list-style-type: none"> <li>• Employees are given 8 hours each year for community volunteer events.</li> <li>• Hours can be used in 1 hour increments.</li> </ul>

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