

2021

EMPLOYEE BENEFITS GUIDE



AMERICAN EQUITY
The one who works for you!®



ELIGIBILITY	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.																								
MEDICAL INSURANCE	<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><tr><th colspan="2">In-Network</th></tr><tr><td>Deductible</td><td>\$400 Single \$800 Family</td></tr><tr><td>Out-Of-Pocket Maximum</td><td>\$3,000 Per Individual/\$6,000 Family</td></tr><tr><td>Physician Office Visits</td><td>\$25</td></tr><tr><td>Emergency Room</td><td>\$125 Copay-Facility \$25 Copay-Physician Charges</td></tr><tr><td>Outpatient Surgery</td><td>Plan pays 80% after deductible met</td></tr><tr><td>Inpatient Hospital</td><td>Plan pays 80% after deductible met</td></tr><tr><td>Lab & Pathology</td><td>100% Paid by Plan</td></tr></table>			In-Network		Deductible	\$400 Single \$800 Family	Out-Of-Pocket Maximum	\$3,000 Per Individual/\$6,000 Family	Physician Office Visits	\$25	Emergency Room	\$125 Copay-Facility \$25 Copay-Physician Charges	Outpatient Surgery	Plan pays 80% after deductible met	Inpatient Hospital	Plan pays 80% after deductible met	Lab & Pathology	100% Paid by Plan						
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VISION PLAN	<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"> <thead> <tr> <th colspan="2">Co-Pay (Per Insured)</th></tr> </thead> <tbody> <tr> <td>Eye Exam</td><td>\$10</td></tr> <tr> <td>Materials</td><td>\$10</td></tr> <tr> <td>Contact Lens Fit</td><td>\$0</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">In-Network Member Cost</th></tr> </thead> <tbody> <tr> <td>Vision Exam</td><td>\$10</td></tr> <tr> <td>Materials - Frames</td><td>80% of Balance over \$150</td></tr> <tr> <td>Materials- Contact Lens</td><td></td></tr> <tr> <td>• Conventional</td><td>80% of Balance over \$150</td></tr> <tr> <td>• Disposable</td><td>80% of Balance over \$150</td></tr> <tr> <td>Contact Lens Fit</td><td></td></tr> <tr> <td>• Standard</td><td>\$0 copay</td></tr> <tr> <td>• Specialty</td><td>\$0 copay</td></tr> </tbody> </table>	Co-Pay (Per Insured)		Eye Exam	\$10	Materials	\$10	Contact Lens Fit	\$0	In-Network Member Cost		Vision Exam	\$10	Materials - Frames	80% of Balance over \$150	Materials- Contact Lens		• Conventional	80% of Balance over \$150	• Disposable	80% of Balance over \$150	Contact Lens Fit		• Standard	\$0 copay	• Specialty	\$0 copay
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FLEXIBLE SPENDING ACCOUNTS	<ul style="list-style-type: none"> American Equity has a flexible spending program for reimbursement of Medical and/or Dependent Care eligible expenses. Re-enrollment is required each calendar year. HealthEquity is our Flexible Spending Account Administrator. 																										
GROUP TERM LIFE INSURANCE AND AD&D	<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>																										
SUPPLEMENTAL LIFE INSURANCE AND AD&D	<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 \$5,000 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>																										
DISABILITY INSURANCE	<ul style="list-style-type: none"> American Equity pays the cost of Short and Long-Term Disability (LTD) insurance for all benefit-eligible employees. Short-Term Disability insurance compensates 60% of wages to the disabled employee up to 90 days after a 37-hour waiting period. 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. 																										



RETIREMENT SAVINGS	<ul style="list-style-type: none">• 401(k) Retirement Plan (employee & employer contributions)<ul style="list-style-type: none">◦ 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%.◦ The employer match is funded with every payroll to participant's accounts.• Employee Stock Ownership Plan (available to those who meet the requirements)<ul style="list-style-type: none">◦ Eligible employees can enter the ESOP plan on the first of the month following six months of employment.◦ This benefit is employer funded twice annually.
CIGNA LIFE ASSISTANCE PROGRAM (LAP)	<p>American Equity provides a confidential resource for you to consult with regarding a variety of topics such as family and personal relationships, emotional or mental health, work and life balance, and financial or legal concerns. CIGNA counseling professionals will work with you to understand your concerns and connect you with the appropriate resources that can help you.</p> <p>The first three sessions are free and CIGNA Life Assistance services are available 24 hours a day, seven days a week by calling 800-538-3543 or by visiting the website www.cignabehavioral.com/cgi.</p>
PAID TIME OFF (PTO)	<ul style="list-style-type: none">• Employees are granted PTO hours every year on Jan. 1.<ul style="list-style-type: none">◦ New hires are pro-rated for the year based on their date of hire.• Employees receive a generous allotment of hours based upon years of service.• PTO hours not earned in the year must be paid back upon termination.• Up to 40 unused PTO hours may be carried over each year end.
PAID HOLIDAYS	<p>Nine (9) paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and two (2) floating holiday per year.</p>
OTHER BENEFITS	<p>For more details, please contact Human Resources.</p> <ul style="list-style-type: none">• Advancement opportunities• Payroll direct deposit to multiple accounts• Workers' compensation• Discounts on various services and events• 37 hour work week and off at 1 o'clock pm on Fridays• Education assistance• Volunteer services• Numerous employee activities• Enhanced employee annuities for employees and their eligible dependents• Various bonus opportunities offered
VOLUNTEER TIME OFF (VTO)	<ul style="list-style-type: none">• Employees are given 8 hours each year for community volunteer events.• Hours can be used in 1 hour increments. Hours are not rolled from year to year.