

2022

TEAM MEMBER BENEFITS GUIDE



AMERICAN EQUITY[™]
The one who works for you![®]



<p>ELIGIBILITY</p>	<p>Full-time team members (those regularly scheduled to work 37 hours per week) and part-time benefit-eligible team members (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” team members. See the Team Member Handbook for specific qualifications. Eligible team members and dependents may enroll in the benefit plans within the first thirty (30) days of employment, during the open enrollment period, or if a team member or dependent experiences a “Life Event.” Benefits are effective the first of the month following date of hire.</p>																								
<p>MEDICAL INSURANCE</p>	<p>American Equity offers two medical plan options through BlueCross BlueShield of Alabama: a PPO Copay plan and a High Deductible Health Plan (HDHP), which is eligible for a Health Savings Account (HSA). These options allow you the flexibility to choose between paying a fixed dollar amount (copays) for your healthcare expenses or utilizing your HSA dollars for out of pocket expenses. Please reference the table below for the company’s annual contribution to your HSA.</p> <p>Utilizing an in network provider offers an enriched benefit with lower cost sharing. The network is the same under either plan providing national coverage. If you select an out-of-network provider, you will be responsible for any additional charges the insurance company does not allow. For current provider information, please refer to the Carrier Contact page in this booklet. To ensure coverage, always verify that the provider is a participant before seeking treatment, as providers are periodically added or deleted from networks.</p> <table border="1" data-bbox="349 1018 1510 1806"> <thead> <tr> <th>Summary of Benefits</th> <th>PPO Copay Plan</th> <th>HDHP (New for 2022)</th> </tr> </thead> <tbody> <tr> <td>Calendar Year Deductible</td> <td>\$400 single \$800 family</td> <td>\$3,000 per individual \$6,000 per family</td> </tr> <tr> <td>Out-Of-Pocket Maximum</td> <td>\$3,000 per individual \$6,000 family Includes deductible and copayments</td> <td>\$3,000 per individual \$6,000 family</td> </tr> <tr> <td>Preventative Care (including associated lab & pathology costs)</td> <td>Plan pays 100%</td> <td>Plan pays 100%</td> </tr> <tr> <td>Physician Services PCP Specialist Urgent Care</td> <td>\$25 Copay</td> <td>100% after deductible</td> </tr> <tr> <td>Lab & Pathology</td> <td>Plan pays 100%</td> <td>100% after deductible</td> </tr> <tr> <td>Hospital Services Inpatient Outpatient</td> <td>80% after deductible</td> <td>100% after deductible</td> </tr> <tr> <td>Emergency Room</td> <td>\$125 Copay</td> <td>100% after deductible</td> </tr> </tbody> </table>	Summary of Benefits	PPO Copay Plan	HDHP (New for 2022)	Calendar Year Deductible	\$400 single \$800 family	\$3,000 per individual \$6,000 per family	Out-Of-Pocket Maximum	\$3,000 per individual \$6,000 family Includes deductible and copayments	\$3,000 per individual \$6,000 family	Preventative Care (including associated lab & pathology costs)	Plan pays 100%	Plan pays 100%	Physician Services PCP Specialist Urgent Care	\$25 Copay	100% after deductible	Lab & Pathology	Plan pays 100%	100% after deductible	Hospital Services Inpatient Outpatient	80% after deductible	100% after deductible	Emergency Room	\$125 Copay	100% after deductible
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<p>DENTAL INSURANCE</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="349 359 810 726"> <thead> <tr> <th colspan="2">Coverage Level</th> </tr> </thead> <tbody> <tr> <td>Average Team member Contribution</td> <td>\$16.62</td> </tr> <tr> <td>Annual Deductible</td> <td>\$25 Single \$75 Family</td> </tr> <tr> <td>Annual Maximum Benefit</td> <td>\$2,500 Per Individual</td> </tr> </tbody> </table> <table border="1" data-bbox="833 359 1510 802"> <thead> <tr> <th>Services</th> <th>Percentage Paid</th> </tr> </thead> <tbody> <tr> <td>Diagnostic & Preventive</td> <td>100%</td> </tr> <tr> <td>Restorative (fillings)</td> <td>100%</td> </tr> <tr> <td>Endodontic (root canals)</td> <td>100%</td> </tr> <tr> <td>Periodontics (surgical & non-surgical)</td> <td>80% after deductible</td> </tr> <tr> <td>Prosthetic (crowns & dentures)</td> <td>50%</td> </tr> <tr> <td>Orthodontics</td> <td>50%</td> </tr> </tbody> </table>	Coverage Level		Average Team member Contribution	\$16.62	Annual Deductible	\$25 Single \$75 Family	Annual Maximum Benefit	\$2,500 Per Individual	Services	Percentage Paid	Diagnostic & Preventive	100%	Restorative (fillings)	100%	Endodontic (root canals)	100%	Periodontics (surgical & non-surgical)	80% after deductible	Prosthetic (crowns & dentures)	50%	Orthodontics	50%
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<p>VISION PLAN</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="349 961 810 1155"> <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" data-bbox="833 961 1516 1375"> <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 rowspan="2">80% of Balance over \$150 80% of Balance over \$150</td> </tr> <tr> <td>• Conventional • Disposable</td> </tr> <tr> <td>Contact Lens Fit</td> <td rowspan="2">\$0 copay \$0 copay</td> </tr> <tr> <td>• Standard • Specialty</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	80% of Balance over \$150 80% of Balance over \$150	• Conventional • Disposable	Contact Lens Fit	\$0 copay \$0 copay	• Standard • Specialty		
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<p>FLEXIBLE SPENDING ACCOUNTS</p>	<ul style="list-style-type: none"> American Equity offers a Flexible Spending Account (FSA) 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. 																						
<p>HEALTH SAVINGS ACCOUNT</p>	<ul style="list-style-type: none"> American Equity offers a Health Savings Account (HSA) to assist in paying medical costs. American Equity will make an annual HSA contribution of \$500 for single coverage and \$1,000 for family coverage. Employer contribution is pro-rated based on hire date. Re-enrollment is required each calendar year. HealthEquity is our HSA administrator. 																						
<p>GROUP TERM LIFE INSURANCE AND AD&D</p>	<p>In the event of a team member'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 team member class eligibility. Minimum coverage is \$50,000.</p>																						



<p>SUPPLEMENTAL LIFE INSURANCE AND AD&D</p>	<p>Benefit-eligible team members may apply for additional basic term life insurance at their own cost. Guaranteed issue amounts for new hires are \$100,000 coverage for team members, \$50,000 for spouses and \$10,000 for children. Team member 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 team member coverage must be purchased if buying spouse or child insurance.</p>
<p>DISABILITY INSURANCE</p>	<ul style="list-style-type: none"> • American Equity pays the cost of Short- and Long-Term Disability (LTD) insurance for all benefit-eligible team members. • Short-Term Disability (STD) insurance compensates 60% of wages to the disabled team member up to 90 days after a 37-hour waiting period. • Long-Term Disability compensates 60% of wages to the disabled team member following the 90-day short-term disability period. Team members can elect to have LTD premium taxed to provide a tax free benefit payment.
<p>RETIREMENT SAVINGS</p>	<ul style="list-style-type: none"> • 401(k) Retirement Plan (team member & employer contributions) <ul style="list-style-type: none"> ◦ Regular benefit-eligible team members 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%, a team member must defer at least 5%. ◦ The employer match is funded with every payroll to participant’s accounts. • Employee Stock Ownership Plan (ESOP) is available to those who meet the requirements <ul style="list-style-type: none"> ◦ Eligible team members can enter the ESOP plan on the first of the month following six months of employment. ◦ This benefit is employer funded twice annually.
<p>CIGNA LIFE ASSISTANCE PROGRAM (LAP)</p>	<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>
<p>PAID TIME OFF (PTO)</p>	<ul style="list-style-type: none"> • Team members 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. • Team members 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.
<p>PAID HOLIDAYS</p>	<p>American Equity offers ten (10) paid holidays: New Year’s Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and two (2) floating holidays 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 team member activities• Enhanced team member annuities for team members and their eligible dependents• Various bonus opportunities offered
VOLUNTEER TIME OFF (VTO)	<ul style="list-style-type: none">• Team members 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.