



American Equity Investment Life Holding Company®

2023 TEAM MEMBER BENEFITS GUIDE



ELIGIBILITY

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 immediately upon hire date.

MEDICAL INSURANCE

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 option 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.

By utilizing in-network providers, both plans offer enriched benefits, with lower costs, and have providers available nationally. 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.

Summary of Benefits	PPO Copay Plan	HDHP
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 Primary Care Visit 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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DENTAL INSURANCE

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.

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%

VISION PLAN

[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.

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
• Conventional	80% of Balance over \$150
• Disposable	80% of Balance over \$150
Contact Lens Fit	
• Standard	\$0 copay
• Specialty	\$0 copay

FLEXIBLE SPENDING ACCOUNTS

- 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 FSA administrator.

HEALTH SAVINGS ACCOUNT

- American Equity offers a Health Savings Account (HSA) to assist in paying medical costs on the HDHP plan.
- American Equity provides an employer contribution into the HSA up to \$500 for single coverage, and up to \$1,000 for family. Employer contribution is pro-rated based on hire date.

GROUP TERM LIFE INSURANCE AND AD&D

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 \$400,000. 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.



SUPPLEMENTAL LIFE INSURANCE AND AD&D

Benefit-eligible team members may apply for additional basic term life insurance at their own cost. Guaranteed issue amounts for new hires are \$200,000 coverage for team members, \$100,000 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.

DISABILITY INSURANCE

- 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.

RETIREMENT SAVINGS

- 401(k) Retirement Plan (team member & employer contributions)
 - 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
 - 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.

PAID HOLIDAYS

Holiday Schedule	Investments, Private Assets & Client Solutions Holiday Schedule
New Year's Day	New Year's Day
Martin Luther King Day	Martin Luther King Day
Presidents Day	Presidents Day
Memorial Day	Good Friday
Juneteenth	Memorial Day
Independence Day	Juneteenth
Labor Day	Independence Day
Thanksgiving Day	Labor Day
Day after Thanksgiving	Thanksgiving Day
Holiday*	Christmas Day
Christmas Day	One Floating Holiday
*Designated by Senior Management	

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NEW YORK LIFE GROUP BENEFITS SOLUTIONS (NYLGBS)

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. NYLGBS counseling professionals will work with you to understand your concerns and connect you with the appropriate resources that can help you.

The first three sessions are free and NYLGBS Life Assistance services are available 24 hours a day, seven days a week by calling 800-538-3543 or by visiting the website www.nylgbs-lap.com.

PARENTAL LEAVE

- All benefits eligible primary caregivers will be eligible for up to 14 weeks of paid parental leave at 100% of base pay after the birth or adoption of a child. Non-primary caregivers will be paid for up to 6 weeks at 100% of their base pay after the birth or adoption of a child.
- All benefits eligible team members will also have access to financial support for their family planning journey through company contributions into a spending account to be used on fertility treatments, adoption fees, egg/sperm freezing, IVF, surrogacy and more.

PAID TIME OFF (PTO)

- Team members are granted PTO hours every year on Jan. 1.
 - 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.

TUITION REIMBURSEMENT & STUDENT LOAN REPAYMENTS

- American Equity provides team members up to \$5,250 annually for eligible tuition reimbursement expenses
- Team members are eligible for up to \$75 per month for student loan repayment assistance on eligible student loans

OTHER BENEFITS

For more details, please contact Human Resources.

- Advancement opportunities
- Payroll direct deposit to multiple accounts
- Workers' compensation
- Discounts on various services and events
- 37 hour work week and off at 1 p.m. on Fridays
- Volunteer services
- Numerous team member activities
- Various bonus opportunities offered

VOLUNTEER TIME OFF (VTO)

- 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.