

TOTAL REWARDS

AEP EMPLOYEE NEWSLETTER

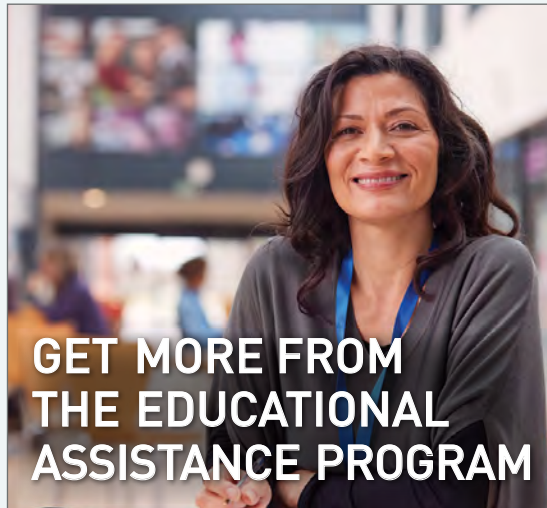


SPRING 2022

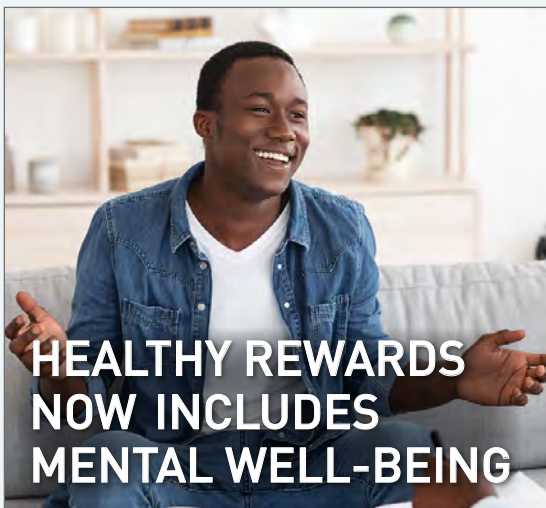
At AEP, we invest in our employees by helping you invest in yourself. That's why we have expanded two of our benefits programs: Educational Assistance Program and Healthy Rewards. Find more details in this quarter's newsletter.



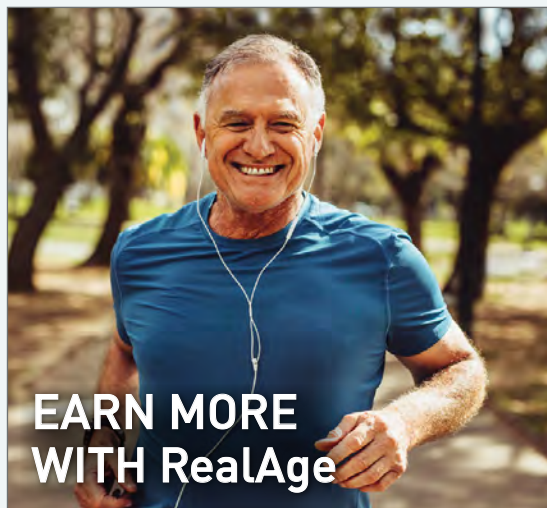
**NEW AND ENHANCED
EDUCATION FEATURES**



**GET MORE FROM
THE EDUCATIONAL
ASSISTANCE PROGRAM**



**HEALTHY REWARDS
NOW INCLUDES
MENTAL WELL-BEING**



**EARN MORE
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INSIDE

**New and Enhanced
Education Features**

**Get More From The
Educational Assistance
Program With
New Partnership!**

**Healthy Rewards
Now Includes
Mental Well-being**

**Earn More
With RealAge**



THE EDUCATIONAL ASSISTANCE PROGRAM

At AEP, our goal is to support employee career development, equity and growth and that's why we're expanding our Educational Assistance Program. We're now covering certifications, increasing reimbursements for advanced degree programs, and offering full reimbursement for passing grades (up to the applicable benefit limit).



NEW AND ENHANCED EDUCATION FEATURES

Enhanced features include:

- **100% reimbursement** for course registration, tuition and lab fees, up to \$5,250 per year for full-time employees.
- AEP will reimburse an additional **\$2,250 for advanced degrees** which include master's, executive master's and doctorate, for a total of \$7,500 per year for full-time employees.
- **Three years of continued employment is no longer required.** Participants will now only have to refund any benefits received if there is a voluntary termination within one year of receiving reimbursements.

NEW features include:

- AEP will provide reimbursement for some company-related professional exams, certificates and certification programs for up to \$5,250 each year. **View a preliminary list of approved certification programs** or scan this QR code to view on your mobile device.
- Part-time employees are now eligible for reimbursement of up to \$2,625 each year.
- For degree programs, only educational expenses from accredited colleges and universities will be reimbursed (exceptions will be made for current enrollees of unaccredited institutions).





GET MORE FROM THE EDUCATIONAL ASSISTANCE PROGRAM WITH AEP'S NEW PARTNERSHIP!

AEP has partnered with **Eddcor Data Services**, a leading provider in tuition reimbursement, to administer the Educational Assistance Program.

Instead of submitting reimbursement requests directly to AEP, you must now visit **Eddcor's web-based portal** (<https://aep.tap.eddcor.com>). This includes any course or program you've completed but haven't previously submitted for reimbursement. For more information about the Educational Assistance Program and answers to frequently asked questions, go to **AEP Now**.

NEW BENEFITS OF AEP'S PARTNERSHIP WITH EDCOR INCLUDE FULL TUITION COVERAGE AT MANY SCHOOLS

- One-on-one academic advising and counseling services.
- Timely reimbursements with an option to receive payments via direct deposit.
- Access to textbook rental discounts.
- Discounts on tuition from hundreds of colleges and universities.

Make your AEP reimbursement go even farther with Eddcor's school partnerships that offer tuition discounts ranging from 5% to 20%, sometimes more! The discount automatically applies once enrollment is confirmed by the school. Log on to **Eddcor's web-based portal** (<https://aep.tap.eddcor.com>) for more information.

- Debt-free grant opportunities.

Several colleges and universities partner with Eddcor to provide 100% grant opportunities which allow students the ability to come out of school debt-free. Current schools include Purdue University, The University of Arizona, University of Phoenix, Colorado Tech University, Rasmussen University, Trident University, Bellevue University, Capella University, and Strayer University. It's easy — AEP pays the employees eligible reimbursement limit and the grant picks up the rest. Employees wishing to learn more or wanting to take advantage of a debt-free grant opportunity should contact Eddcor at **1-833-799-7854**.

- Tuition deferment agreements available through Eddcor's partner schools.

For questions about AEP's Educational Assistance Program policy and the benefits it provides, contact Eddcor at **1-833-799-7854** between 8:00 a.m. to 8:00 p.m. EST, Monday through Friday.



HEALTHY REWARDS NOW INCLUDES MENTAL WELL-BEING

TOTAL REWARDS - SPRING 2022



Taking care of your mental health is just as important as your physical health. Both go hand-in-hand for whole-person care. That's why AEP has added mental well-being activities to your options for earning Healthy Rewards. You and your covered spouse/domestic partner can earn up to \$300 each when you complete certain activities to promote good health, and mental wellness is now a part of that.

Visit aepwell.com to access articles, slideshows, videos and mini-programs centered around themes like stress, mindfulness, resilience, purpose and inspiration. These materials will be available during specified months throughout the year.

To get started:

- Login to your account at aepwell.com
- Click on the **ACHIEVE** icon then **REWARDS**
- Click on the **2022 Healthy Rewards** tile
- Click on the **Complete Activities for a Max of \$75** tile
- Scroll down to see the activities for 2022
- Click on the article or video and follow the instructions. You must read the entire article or watch the entire video to earn the reward.

WHAT ACTIVITIES ARE AVAILABLE?

In addition to the new mental well-being rewards, aepwell.com also contains everything you need to earn your healthy rewards, including the activities you need to earn them. Some of the activities include:

- (NEW) Emotional Well-Being Awareness
- (NEW) Weight Management Program
- RealAge Program
- Diabetes Prevention Program
- Ayco Financial Coaching

You will still be able to take part in activities from previous years, such as an annual well check, dental exams, eye exams or skin cancer screenings.

EARN MORE WITH RealAge

Unlock more Healthy Rewards choices by completing the **RealAge** test in 2022. The **RealAge** test is a snapshot of your body's health age — its based on lifestyle, genetics, and medical history. Taking the test helps you understand which of your good and bad habits are impacting your health.

If you require a reasonable alternative to participating in promotions and challenges due to medical necessity or other reasons, please contact Debbie Prusaczyk at 1-614-716-1617.

You can access **RealAge** at aepwell.com



aepbenefits.com

AEP TOTAL REWARDS - SPRING 2022



BOUNDLESS ENERGY

TOTAL REWARDS

AEP EMPLOYEE NEWSLETTER



SUMMER 2022

Do you know all the ways your AEP Benefits support you? In this quarter's newsletter, we'll show you how AEP's Total Rewards site gives you a comprehensive view of the value of your benefits.



INSIDE

Explore Your
AEP Total Rewards

What Is Included In
Total Rewards?

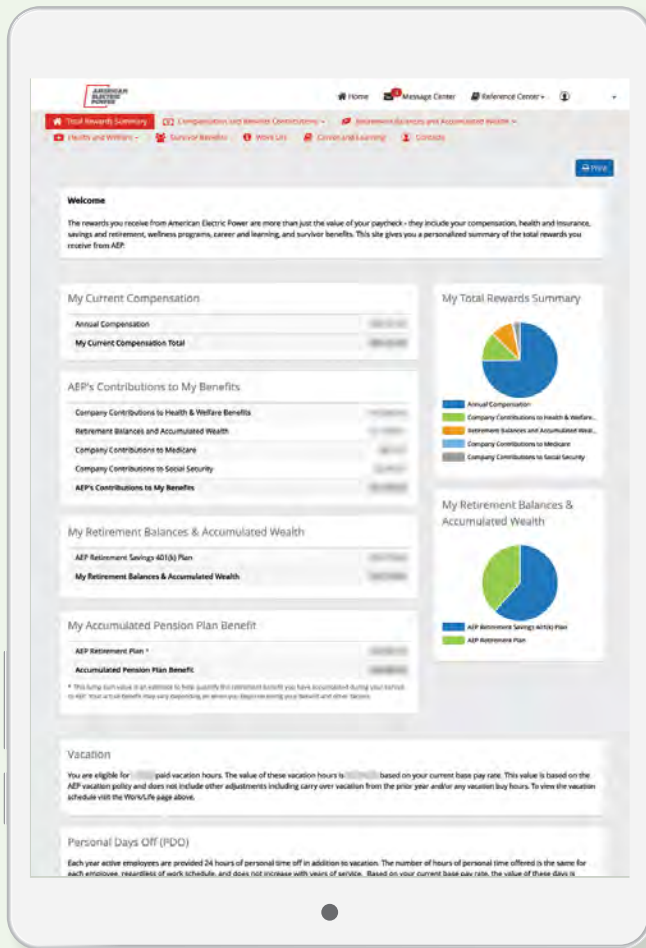
Check Your
Accumulated
Retirement Balances

Keep Your Identity
Safe With This
Valuable Benefit

What To Do If You Are
A Victim Of Fraud



BOUNDLESS ENERGY



EXPLORE YOUR AEP TOTAL REWARDS

Did you know that your compensation is more than just your paycheck? Your pay only represents a portion of the Total Rewards package you receive from AEP. Your Total Rewards also include health care benefits, other insurances, savings and retirement programs, wellness programs, paid time off and more!

WHAT IS INCLUDED IN MY TOTAL REWARDS?

TARGET ANNUAL INCENTIVE OPPORTUNITY

Our success as a company is largely tied to our employees' performance and contributions. AEP's annual incentive compensation plan includes financial and operational goals that link a portion of your compensation to AEP and Business Unit or Operating Company results and, if applicable, your individual performance.

AEP'S CONTRIBUTIONS TO MY BENEFITS

AEP is committed to your overall health and well-being. We provide benefits and programs designed to meet your needs and those of your family. For many of these benefits, AEP contributes towards the cost of your coverage or covers the cost in full. While these benefits are not cash compensation, they make up an important part of your Total Rewards.

TIME OFF

AEP recognizes the value and importance of paid time off to help you maintain a healthy balance between your work and personal life. Paid time off includes vacation days, personal days and AEP Company holidays.




YOUR TOTAL REWARDS AT A GLANCE

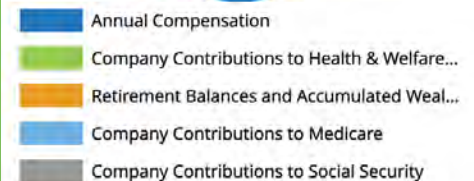
It's easy to find your Personalized AEP Total Rewards summary with just a few clicks. Your summary details your own salary, incentive eligibility and other Total Rewards components.

1. Go to aepbenefits.com and log in with your username and password.
2. From the home page, click the **Total Rewards** button on the right-hand side of the screen.
3. Your Total Rewards Summary highlights each component of your Total Rewards in more detail. You will also be able to see how much AEP contributes toward the total value of those programs.

The summary will show you a complete picture of your AEP Total Rewards.

 [Click here to explore your Total Rewards benefits](#)

My Total Rewards Summary



CHECK YOUR PENSION & 401(k) BALANCES



Not only does your personal online Total Rewards summary reflect the value of your current pay and benefits, it also includes values for your retirement accounts. Check your online statement to review information on your pension benefits and account balances under AEP's 401(k) and other savings and incentive plans.

To fully understand the value of these benefits, remember that the Company entirely funds the pension benefits. Your pension cash balance account receives Company credits using a formula that includes both your age and years of service with AEP and interest that is applied at a minimum of four percent each year.

Your AEP 401(k) Plan balance includes AEP Company matching contributions. You receive a dollar-for-dollar match on the first 1% of your salary that you contribute to the Plan and a 70% match on the next 5% of your salary that you contribute each pay period.

KEEP YOUR IDENTITY SAFE

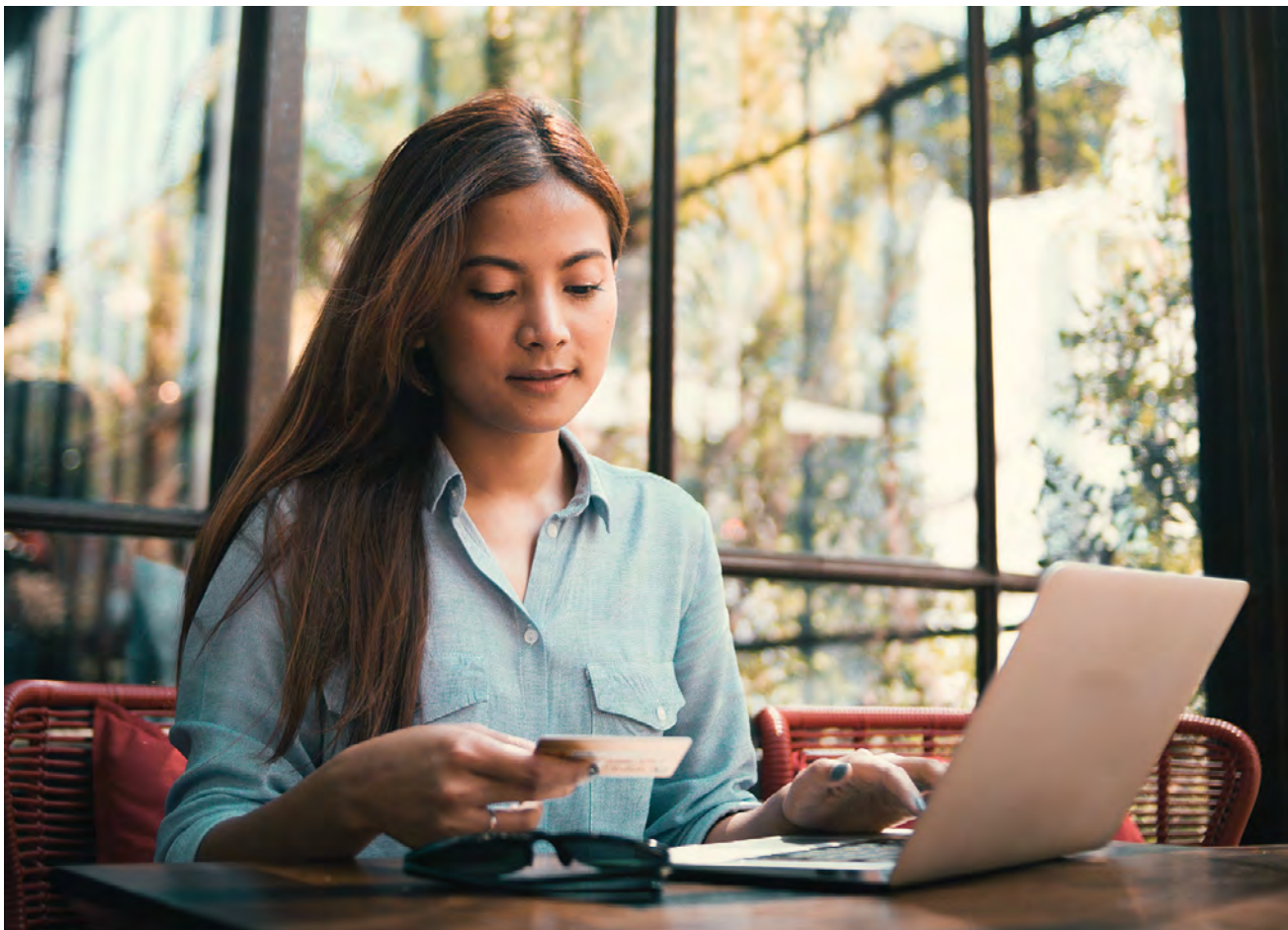
Nearly forty-two million Americans were victims of identity fraud in 2021, costing consumers \$52 billion in total losses. That's why AEP includes safeguarding your identity as part of our benefits package. Member identity theft insurance is there to take care of your losses when the unexpected happens, identity theft protection helps you reclaim your identity and recoup financial losses if your identity is stolen. AEP provides these services to you and your dependents at no cost:

Fraud and Identity Protection — This service provides victims of fraud or identity theft with an investigator who will contact financial institutions and help secure accounts to prevent additional losses. It also includes identity theft insurance for up to \$1 million in covered losses. No registration is required.

Credit Monitoring — Register to be notified by phone or email when new credit applications are opened on your credit bureau account.

Your ID theft provider will depend on whether you are enrolled in an AEP medical plan or not.

	ID Protection Provider	How to Contact
If you are a medical plan participant	AllClear ID	portal.allclearid.com/enrollment/4?PCD=ANTHEMCARES2022 1-855-227-9830
If you are NOT a medical plan participant	Experian	experianidworks.com/RR1Bplus (Code: AEPSECURE) 1-877-890-9332

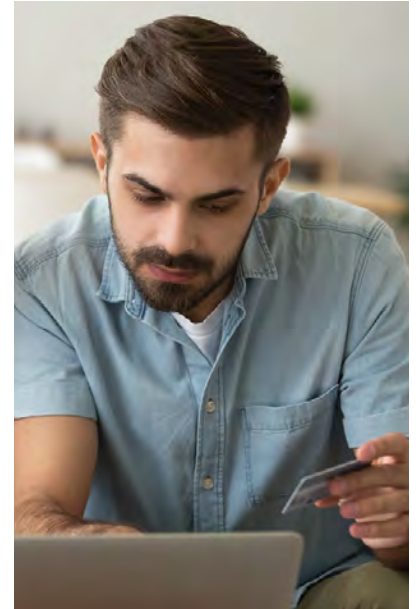


ADDITIONAL STEPS YOU CAN TAKE

You can also take these steps to protect yourself online.

ONLINE SECURITY TIPS

- Register, set up and routinely monitor your online accounts
- Use strong and unique passwords for each site (don't reuse passwords)
- Use multi-factor authentication
- Keep personal contact information current
- Close or delete unused accounts
- Be wary of free wi-fi (use a VPN)
- Beware of phishing attacks
- Use antivirus software and keep apps and software current
- Know how to report identity theft and cybersecurity incidents



STEPS TO BETTER SECURITY

- Use a password manager to help track and store all your passwords (e.g., KeePass)
- Use long complex passwords — passphrases for example. Use upper, lower, numeric and special characters (!@#) where possible
- Do not reuse passwords. Make them unique for each site
- Use multifactor authentication (MFA)
- Leave MFA enabled by not clicking "remember this device"
- Take action if you get password change or unexpected login emails

WHAT TO DO IF YOU ARE A VICTIM OF FRAUD

Change your password(s), then notify all your financial institutions; they can put additional protections on your accounts.

NOTIFY ALL THREE MAJOR CREDIT BUREAUS:



Equifax: 1-888-202-4025
or **equifax.com**

Experian: 1-888-397-3742
or **experian.com**

Transunion: 1-800-680-7289
or **transunion.com**

If you are a victim of online crime, file a report with the FBI's Internet Crime Complaints Center (**IC3.gov**) as soon as possible.



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SEE YOUR
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SUMMER 2021

WHY FINANCIAL WELLNESS MATTERS

Everyone has goals they want to accomplish: the home remodeling projects; sending your children to college; that big vacation; retiring. All of these require money. That's why AEP is committed to your **financial wellness**. Financial wellness helps you balance how you apply your money to your short-term and long-term goals.

Improving financial wellness boils down to:

- Understanding your financial situation;
- Being prepared for changes that could affect your finances;
- Increasing your financial security.

Trying to balance your short-term and long-term goals can be stressful. AEP has partnered with **Ayco Personal Financial Management** to offer all employees free access to Ayco's services, including their Financial Wellness program.

Goldman Sachs

Ayco Personal Financial Management

INSIDE

Why Financial Wellness Matters

Ayco: Your Resource for Personal Finance

Financial Wellness Affects Nearly Everything

Ayco Can Provide Guidance at Every Career Stage

Financial Stress in The United States

How Your Benefits Increase Your Financial Wellness



AMERICAN ELECTRIC POWER
BOUNDLESS ENERGY™

THERE ARE TWO WAYS YOU CAN TAKE ADVANTAGE OF YOUR AYCO BENEFITS:



Online: Access Ayco's digital platform at www.ayco.com/login/aep for digital tools to educate and empower you — to take action and improve your financial wellness.



Speak with an Ayco coach: You can call a coach at 1-866-217-8693 to develop a personal connection through one-on-one conversations with a coach who can provide guidance and help answer your questions.

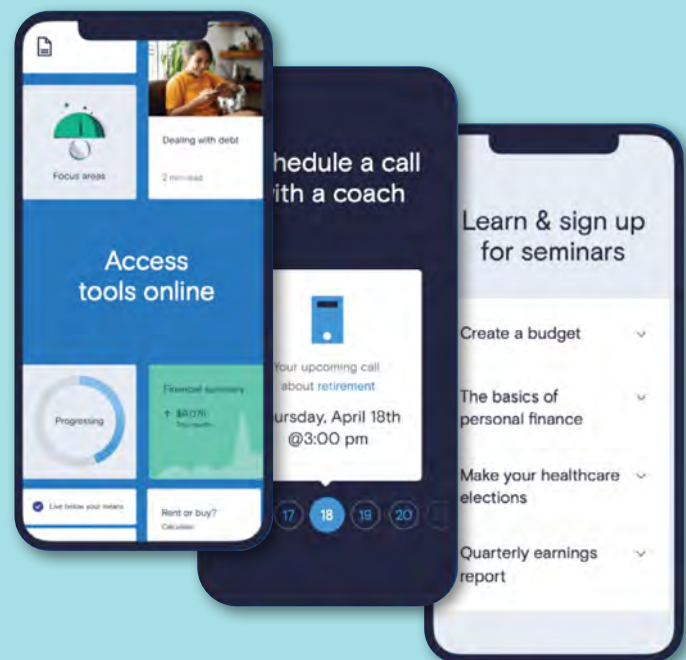
AYCO: YOUR RESOURCE FOR PERSONAL FINANCE

Ayco Personal Financial Management (Ayco) offers comprehensive financial planning services tailored to you at each stage of your career. You'll have access to personalized one-on-one conversations with a financial coach who can help you reach your financial goals.

Work with an Ayco coach to:

- Understand the best ways to protect yourself and your family financially
- Optimize your company benefits – including your 401(k), HSA, or FSA, life insurance and more — across all areas of your financial plan
- Schedule regular, periodic check-ins to stay on track with your financial goals

Additionally, Ayco has a number of other resources that can help you increase your financial wellness. Log into the digital platform at www.ayco.com/login/aep to schedule an appointment or access online tools.



Advisory services offered by The Ayco Company, L.P. d/b/a Goldman Sachs Ayco Personal Financial Management ("Ayco Personal Financial Management" or "Ayco"), a registered investment adviser and an affiliate of Goldman Sachs & Co. LLC ("GS&Co.") and subsidiary of The Goldman Sachs Group, Inc., a worldwide, full-service investment banking, broker-dealer, asset management, and financial services organization. Brokerage services are offered through GS&Co. and Mercer Allied Company, L.P. (a limited purpose broker-dealer), both affiliates of Ayco and members FINRA/SIPC.

FINANCIAL WELLNESS AFFECTS NEARLY EVERYTHING

Financial wellness affects nearly every aspect of your life. Improving your financial wellness in one area helps you in other areas. For instance:

- Using the right combination of work benefits helps you efficiently pay for healthcare expenses and save for retirement while reducing your taxes
- Truly understanding your spending habits helps free up money for investment goals
- Knowing how much life insurance you need helps ensure your estate planning goals will be met in addition to your family's income needs



AYCO CAN PROVIDE GUIDANCE AT EVERY CAREER STAGE

Early-Career – Build a financial foundation to put you on the right track. Understand how key decisions in budgeting, paying down debt, optimizing your company benefits and investing can shape your future.

Mid-Career – Learn how to align your actions to the goals you have for retirement, taxes, budgeting, investing and other aspects of your plan.

Late-Career – Preparing for retirement? Make the most of your next move by evaluating your post-retirement sources of income, payment options and healthcare considerations with a focus on ensuring they'll cover the life you want to live in retirement.

FINANCIAL STRESS IN THE UNITED STATES

Recent surveys show how Americans are stressed by their finances. Do any of these apply to you?









<p>60% name money as a significant source of stress*</p>	<p>59% of Americans live paycheck to paycheck†</p>	<p>39% say they would have a hard time covering an emergency expense costing \$400‡</p>	<p>25% of non-retirees have no retirement savings or pension‡</p>
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* American Psychological Association (2019). Stress in America: Stress and Current Events. Stress in America™ Survey.

† Charles Schwab Modern Wealth survey conducted by Logica Research, May 2019.

‡ Federal Reserve (2019). "Report on the Economic Well-being of US households in 2018."

There are eight areas where improving your financial wellness can make a positive difference in your life and Ayco can help you with all of them:

<p>Taking charge of your finances</p> 	<p>Managing insurance</p> 
<p>Building your wealth</p> 	<p>Protecting your family and future</p> 
<p>Understanding work benefits</p> 	<p>Doing social good</p> 
<p>Managing taxes</p> 	<p>Preparing for life changes</p> 

HOW YOUR BENEFITS INCREASE YOUR FINANCIAL WELLNESS

Your AEP benefits are designed to help you increase your financial wellness. The Health Savings Account (HSA) and Retirement Savings (401k) Plan are just two of the benefits Ayco can review with you.

Health Savings Account (HSA) Features

TRIPLE TAX ADVANTAGE		
When you contribute	As balance increases	When you spend it
Contributions reduce your taxable income	Tax-deferred growth on the interest that it builds	Tax-free distributions for qualified medical expenses

All the funds you build in your HSA are available to pay for health-related expenses now and when you're no longer working at AEP. AEP offers two medical plans that are HSA eligible, the HSA Plus and HSA Basic. They provide the opportunity to enroll in an HSA and expand your financial wellness. HSAs allow you to increase or decrease your contributions at any time during the year by making a change at www.aepbenefits.com. The HSA contribution limit for 2021 is \$7,200 family / \$3,600 individual and an additional \$1,000 in catch-up contributions if you are 55 or older in 2021.

How much can you save with the AEP Retirement Savings 401(k) Plan?

Your contributions

- 1% to 50% of your paycheck
- \$19,500 annual limit (additional \$6,500 if catch-up eligible)
- Pre-tax or ROTH option
- 100% vested
- Investment strategy options

AEP Contributions

- 100% of the first 1% and 70% of the next 5% you contribute
- 100% vesting immediately

Visit Empower at www.AEP401k.com or call **1-877-237-4015** to review or make changes to your current contributions.

Life Insurance can help increase financial wellness by securing your family's future. For help determining how much coverage you need, use Securian's online life insurance calculator at www.LifeBenefits.com/insuranceneeds.

Financial issues are one of the leading causes of stress. The Anthem Employee Assistance Program (EAP) provides the tools and resources to support you and your household members 24 hours a day, 7 days a week and at not cost to you. Visit www.anthemep.com (code= AEP) or call **1-877-585-9572**.



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**YOUR SUMMER
2021 ISSUE OF
AEP'S TOTAL
REWARDS
NEWSLETTER
INSIDE!**



Making smart financial decisions can help you feel more prepared and in control. This edition of the Total Rewards Newsletter explores the financial wellness programs available to all AEP employees and at no cost!

**WHY FINANCIAL
WELLNESS MATTERS
TO YOU**



**AEP TOTAL REWARDS -
SUMMER 2021**

www.aepbenefits.com

TOTAL REWARDS

AEP EMPLOYEE NEWSLETTER

SPRING 2021

PREVENTIVE CARE PAYS OFF! – 2021 HEALTHY REWARDS

Make sure your preventive care visits are on track and earn rewards too! As you guard against COVID-19 don't lose sight of your overall health. Most health care facilities are ready to provide routine care while following all necessary safety precautions.

AEP employees have the opportunity to earn up to \$300 in Healthy Rewards in 2021, regardless of whether you are enrolled in a medical plan. Spouses or domestic partners enrolled in the medical plan can earn rewards too!

EARN REWARDS BY COMPLETING ANY OF THE FOLLOWING BY DECEMBER 31, 2021:

- Annual well check — \$125
- Two dental exams — \$50
- Eye exam or Skin cancer screening — \$50



TAKE THE REALAGE TEST AT WWW.AEPWELL.COM AND YOU CAN EARN UP TO \$75 BY COMPLETING THE FOLLOWING (\$25 EACH):

- The RealAge Program at www.aepwell.com
- Diabetes Prevention Program. Go to www.solera4me.com/AEP or text "AEP" to 81053
- Two financial well-being coaching calls with Ayco at 1-866-217-8693
- Online challenges throughout the year!



Visit www.aepwell.com for more Healthy Rewards details and track your rewards status.

INSIDE

2021 Healthy Rewards

The EAP: More Than Mental Health

Uncovering Little-Known Benefits





THE EAP: MORE THAN JUST MENTAL HEALTH

While mental health services are an important aspect of the Employee Assistance Program (EAP), the program offers much more. It can save you money, find services to support your daily life and build your life skills, all at no cost to you and your household members.

Access EAP resources at www.anthemep.com (code "AEP") or call **1-877-585-9572**.

Taking a little bit of stress out of life

Everyday stressors like finding a good daycare center or someone to look after your pet can affect your emotional and physical well-being. The EAP can empower you to keep stress in check by finding services you need.

Giving you little-known discounts

Get discounts of up to 25% on every day and luxury name-brand items. Select Savings Center at www.anthemep.com.

Build on your skillset

Advance your professional development and life skills through 24/7 online courses on a variety of topics, like Setting Goals for Your Future and Planning for Success.

On-demand seminars

Take on-demand seminars on health and wellness topics. You can even submit online questions to a panel of experts and receive private responses.

UNCOVERING A FEW LITTLE-KNOWN BENEFITS

Here are a few of the little-known, no cost perks you get for working here:

Fraud and Identity Protection/Credit Monitoring

AEP provides you and your dependents Fraud and Identify Protection and Credit Monitoring services.

- **Fraud and Identity Protection** – This service provides victims of fraud or identity theft an investigator who will contact financial institutions and help secure accounts to prevent additional losses. It also offers identity theft insurance up to \$1 million in covered losses. No registration required.
- **Credit Monitoring** – Register for the service to be notified by phone or email when inquiries related to new credit applications are detected on your credit bureau account.

	ID Protection Provider	How to Contact
If you are a medical plan participant	AllClear ID	portal.allclearid.com/enrollment/4?PCD=ANTHEMCARES2021 1-855-227-9830
If you are NOT a medical plan participant	Experian	experianidworks.com/RR1Bplus (Code: AEPSECURE) 1-877-890-9332



Adoption Assistance

AEP's Adoption Assistance plan may reimburse you for up to \$5,000 of eligible legal, travel, and child care expenses. You may also be eligible for up to two weeks of paid parental leave. Contact your HR Manager or visit AEP Now for more details.



Life Services

Life Suite Services from Securian (Financial) are available at no cost to employees covered by the AEP Group Life Insurance Plan. Spouses or domestic partners and dependents are eligible too, even if they are not enrolled in life insurance. See AEP Now for additional details.



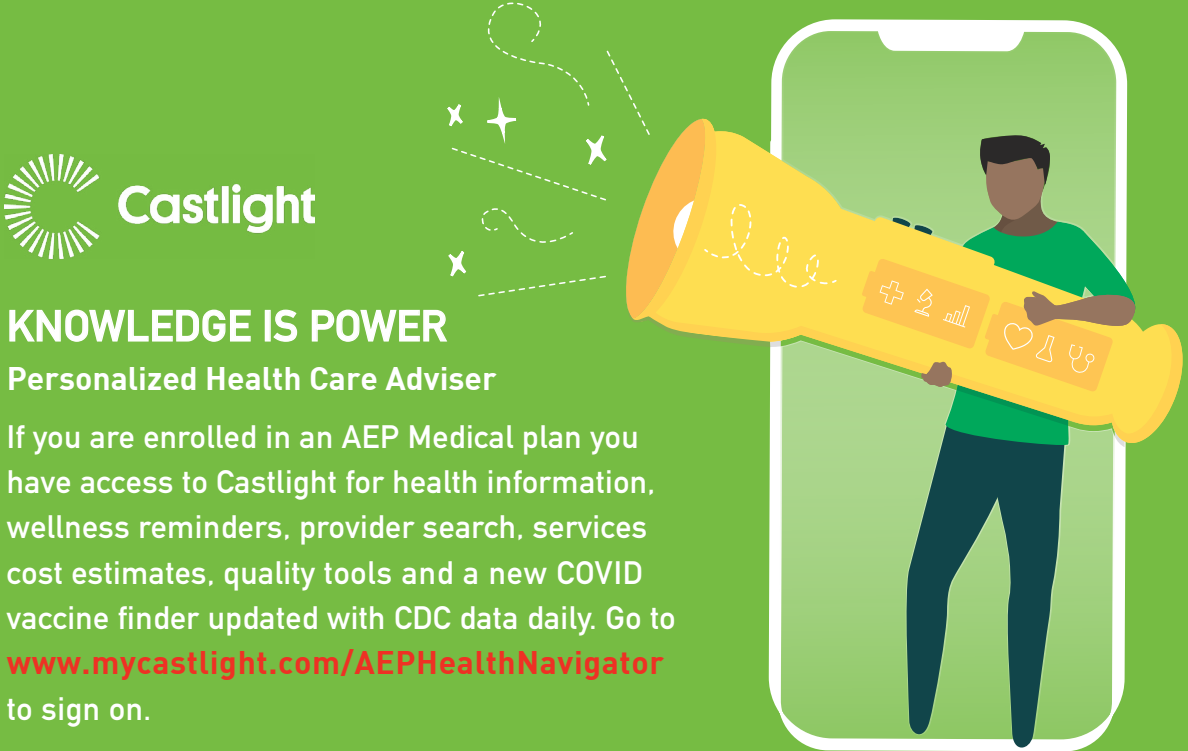
Life Services Program	Overview	How to Contact
Travel Assistance	Provides 24/7 access to emergency assistance and transport services when traveling 100 or more miles from home.	www.LifeBenefits.com/travel 1-855-516-5433 US 415-484-4677 Outside US
Legal Resources	Services include legal templates, 30-minute face-to-face consultation with an attorney, telephone consultations with counselors, and more.	www.LifeBenefits.com/LFG (User Name: lfg Password: resources) 1-877-849-6034
Legacy Planning	Resources to help work through end-of-life issues when dealing with the loss of a loved one or planning for one's own passing.	www.Securian.com/legacy

UPDATE YOUR BENEFITS EMAIL

Later this year, we will be sending out Summary Plan Descriptions (SPD) that provide detailed information about our benefit plans. Instead of mailing these large documents, a link will be delivered electronically to your "Benefits Email." If you have not designated a Benefits Email, a letter will be sent to your home with information on how to access the documents or request a paper copy.

To confirm or change your Benefits Email follow these steps:

1. Log into HR Now
2. Under the Home tab select Update/View Personal Info
3. Change email addresses



Castlight

KNOWLEDGE IS POWER

Personalized Health Care Adviser

If you are enrolled in an AEP Medical plan you have access to Castlight for health information, wellness reminders, provider search, services cost estimates, quality tools and a new COVID vaccine finder updated with CDC data daily. Go to www.mycastlight.com/AEPHealthNavigator to sign on.

GET COVID-19 UPDATES

You can get updates on COVID-19 and working from home tips at <http://coronavirus.aepnow.com>.



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**YOUR SPRING
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**DID YOU KNOW
OUR BENEFITS
COULD DO THAT?**
At AEP, we believe a comprehensive benefits package is an essential component of overall compensation. In this edition of the Total Rewards Newsletter, we highlight some often-overlooked benefits at no-cost to employees that can enrich their lives and the lives of their families.



AEP TOTAL REWARDS - SPRING 2021

www.aepbenefits.com



TOTAL REWARDS

AEP EMPLOYEE NEWSLETTER

WINTER 2021

STRENGTHENING YOUR TOTAL WELL-BEING

It's not always easy to keep all the dots connected between your life at work and at home, and trying to make the most of every day while planning for your future. The last year brought many new challenges, so it's a good time to check in on your total well-being so that you can feel your best as you look toward the year ahead. Your total well-being brings together your emotional, physical, social, and financial health. Although it's personal choices and behaviors that contribute most to your well-being, your AEP benefits can help you strengthen your total well-being by pointing you to resources and support to help you live your best life.

In this edition of your **Total Rewards AEP Employee Newsletter**, you'll find several resources for managing your total wellbeing — many of them available at no cost to you, including:

- A wide variety of services and support through the Anthem Employee Assistance Program (EAP). See page 2 for details.
- Preventive care services through the AEP Medical Plan, including check-ups, immunizations and routine health screenings. See page 3 for details.
- Wellness programs and support through Sharecare. It's a free service for you and any dependent family members who are enrolled in the AEP Medical Plan. See page 3 for details.
- Financial well-being resources through AEP's partnership with Ayco. At no cost to you, you can check in on your financial goals for the near- and long-term, including retirement planning. See page 4 for details.

The beginning of the year is also a good time to check in on other details, like the benefit deductions for 2021 that are included in your pay statement. You'll also want to ensure you're making the most of available benefits through the 401(k) plan and that your beneficiary information is up to date. You'll find your 2021 checklist on page 5.

INSIDE

Resources for
Strengthening
Your Total
Well-Being

Keeping Your
Mind Healthy

Maintaining Your
Physical Health

Getting a Financial
Checkup

New Year Checklist



BOUNDLESS ENERGY

KEEPING YOUR MIND HEALTHY



Our Employee Assistance Program (EAP) through Anthem can help you care for your emotional well-being. To learn more about how to strengthen your emotional well-being through education and access to free resources, or to get help with any life challenges you're experiencing, you have available support 24/7 with your EAP.

Call anytime at **1-877-585-9572** for immediate assistance with a wide range of work and life issues. You can also connect, at no cost to you, with licensed therapists. You have access to six confidential counseling visits, in-person or virtually through video chat, for topics like anxiety, depression, stress and grief. There's no requirement to enroll. You and members of your household are automatically covered and have access to these resources at no cost to you.



Follow the EAP on Twitter
at **@AnthemEAP**

Anthem

The EAP also offers articles, educational materials, tips, tools and more. At **www.anthemeap.com** (company code: **AEP**), you can search for information on a variety of topics including:

- Balancing your personal life and work
- Grief and loss support
- Becoming a new parent
- Men's and women's health for all ages
- Moving or buying a home; working and living abroad
- Elder care, child care and adoption
- Pet services such as sitters, boarding and day care
- Access to legal and financial resources
- Tips to live life to the fullest from the EAP's WellPost blog
- Monthly seminars on living healthier

CHECK OUT MYSTRENGTH, THE HEALTH CLUB FOR YOUR MIND™

With this program through Anthem's EAP, you can select the aspect of your well-being you'd like to improve and get personalized guidance and support. Whether you'd like to focus on sleep issues, coping with anxiety or loneliness, or becoming a parent, myStrength can help. You'll be able to start each day caring for you mind with myStrength's activities for resiliency, stress management and mindfulness.



It's easy to connect. Just scan this QR code from your mobile device to get started. It's all free to you and members of your household.



RESILIENCE: DID YOU KNOW?

None of us feels our best all the time. But resilience is the quality we all have, to manage life's ups and downs, regain strength and move forward. Anthem has some tips for building resiliency and improving your mood and outlook:

- Finding time for daily exercise
- Connecting with others
- Making time to unwind
- Focusing on what's in your control

Finding balance between work and home life, and making time for taking care of yourself as you care for others can help boost your resiliency so that you're ready for whatever comes next. If you need help building your resilience, Anthem's EAP can help. For confidential assistance at no cost to you, call **1-877-585-9572, 24/7**, or visit **www.anthemeap.com**. When you log in, use Company Code **AEP**.

MAINTAINING YOUR PHYSICAL HEALTH



It's a good time to check in on how you're feeling and to make the most of the benefits available through the AEP medical plan.

All AEP medical plan options cover in-network preventive care at 100%, at no cost to you. A wide range of services are available, from testing and immunizations to health screenings based on your age, gender and family history. Check with your doctor to see what preventive care is right for you.

And if you or a family member needs more care, all AEP medical plans provide comprehensive coverage so that you can get the treatment you need, focus on feeling better and get back to your routine at home and work as quickly and safely as possible.

You'll find full details about AEP medical plan benefits at www.aepbenefits.com.

MEET THE HEALTHIER YOU!



The AEP Wellness Program through Sharecare is available to all employees at no cost. It's also available to spouses and dependent family members over 18 who are enrolled in the AEP Medical Plan. Sharecare helps you learn what you need to be healthier and offers health coaching and a tobacco cessation program. From eating better to fitness tips to stress relief, Sharecare recommends simple things you can do every day, and offers reminders to help you stay on track with your wellness goals. For the total Sharecare experience, visit www.aepwell.com.

Want Help Setting and Achieving Wellness Goals?

Most of us would like to change something about our lifestyle or behavior that might be putting our health at risk. It might be eating better, losing weight, managing stress or getting more physically active. Often, just having extra support from someone who knows what you're going through can be the encouragement you need to make positive changes. That's the purpose of health coaching. A health coach can offer you personalized support to:

- Learn and practice new skills
- Set specific wellness goals to help you feel better and lower any health risks
- Track your progress as you go

To enroll in health coaching, call Sharecare at **1-877-393-0543**, and select option 2.

Need Help Quitting Tobacco?

Quitting tobacco use is one of the best things you can do for yourself and your family. With the right planning and support, along with a commitment to succeed, you can quit for good.

With the tobacco cessation program, you can get personal coaching and support from experts at Sharecare who understand the challenges and know how to help you succeed. To enroll and get started, call Sharecare at **1-877-393-0543**, and select option 3.



GETTING A FINANCIAL CHECKUP

It's easy to see the connection between how you're feeling overall and any financial stress. In a recent study of U.S. workers, 28% said financial stress impacts their health, and 23% reported that financial stress had a strong effect on their relationships at home.

Have you thought about your financial well-being lately? It may not always be top of mind, but it's a good idea to check in regularly on your financial goals.

What is financial well-being? It's planning for your future security and managing the financial resources you have. Those resources might include benefits

through AEP retirement plans, life insurance plans and healthcare savings accounts. Ayco representatives are trained and knowledgeable about AEP benefit plans. Plus, you may have assets outside work that are an important part of your financial planning.

AEP partners with Ayco, a leader and innovator in company-sponsored and individual financial counseling services, to offer financial counseling and retirement planning services **at no cost to you.**

Through AEP, you have access to Ayco's financial coaches and digital platform to guide you in core financial areas, helping you to plan for life events and reach your goals.

Financial Basics

- Create a budget
- Save for a major purchase
- Pay off credit card and student loan debt
- Build an emergency fund

Retirement & Life Events

- Set goals like buying a home or funding college
- Review your 401(k) saving strategy

Insurance

- Decide how much life insurance makes sense
- Identify other types of insurance that may help

Managing Your AEP Benefits

- Understand the benefits available to you
- Learn how your benefits can work together
- Review healthcare coverage options
- Understand saving and spending accounts

Investing

- Learn about risk, return and types of investments
- Build and diversify a portfolio
- Make the most of tax-advantaged accounts for retirement and college savings

Tax Planning

- Learn about tax basics
- Consider opportunities to lower your tax bill
- Improve your tax efficiency

Ayco can help you assess where you are in your financial journey and align your priorities, taking both work and home into account. Ayco coaches receive AEP-specific training and can help you optimize your benefits to achieve your financial goals. As your financial needs change and evolve, Ayco can be a source of guidance that understands where you've come from and where you're going.

The Ayco Company, L.P. ("Ayco"), is a subsidiary of The Goldman Sachs Group, Inc and an affiliate of Goldman Sachs & Co. LLC, a worldwide, full-service investment banking, broker-dealer and asset management organization.

AYCO
A GOLDMAN SACHS COMPANY

You can contact an Ayco financial coach at **1-866-217-8693** Monday-Thursday, 9 a.m.-8 p.m. ET, and Friday, 9 a.m.-5 p.m. ET. You can also visit Ayco's digital platform at **www.ayco.com/login/aep** to learn more.

TOTAL REWARDS - WINTER 2021

YOUR 2021 CHECKLIST

Start the new year off right by making sure your AEP information is up to date and sets you up to maximize the value of your benefit programs.

- Check Your Check.** Most people's net pay changes slightly with the first check of the year. This can be due to benefits choices, tax withholdings, or other deduction changes. So, take time to review your pay information on **HRNow**. Things to look for:
 - Verify that the state, city and school district tax locations correct.
 - Check your before-tax deductions for your 2021 benefit program contribution costs.
 - Review your after-tax deductions for supplemental life insurance, fitness center fees and charitable contributions.
 - Make sure your net pay is being distributed to the correct checking or savings account.

You can send an email to prpay@aep.com or contact the Payroll Hotline at **1-888-237-2363**, option 5 if you need assistance. For a more detailed overview of your pay statement visit www.aepbenefits.com. The pay statement overview is available on in the sign-on page of the site.

Any time during the year, you can access your online pay statement to verify and review your earnings, taxes and deductions. You'll find your statements at **HRNow > My Money > View My Paycheck**.

- Review and/or update your beneficiaries.** These are the individuals who will receive a benefit from an AEP benefit plan in the event of your death. You can find out how to review or update your designated beneficiaries for AEP life insurance, pension, and 401(k) plans at www.aepbenefits.com.
- Make the most of your 401(k) savings opportunities in 2021.** Now is a great time to plan how much to save in the AEP Retirement Savings 401(k) Plan for 2021. It's an easy way to save for retirement, and AEP will help you save more with matching contributions. What you can save in 2021:
 - Up to \$19,500 in before-tax or Roth after-tax contributions
 - An additional \$6,500 in before-tax or Roth after-tax catch-up contributions if you will be age 50 or older in 2021.
 - The total employee and employer contribution limit for 2021 is the lesser of 100% of your compensation or \$58,000, an increase of \$1,000 from the 2020 limit.

You may want to consult a tax advisor to determine whether before-tax or Roth after-tax contributions work best for your situation and financial goals.

For the first 1% of eligible pay that you contribute to the Plan, AEP will match your contributions dollar for dollar. For the next 5% of your eligible pay, AEP will contribute \$0.70 for every dollar you contribute. The best way to maximize AEP matching contributions is to make contributions per pay period throughout the year. That's because you're eligible for AEP matching contributions only when you're making your own contributions.

To enroll or make changes to your 401(k) contributions, log on to www.aep401k.com or call **1-877-AEP401k (1-877-237-4015)**. Empower representatives are available weekdays between 8 a.m. and 10 p.m. ET, and from 9 a.m. to 5:30 p.m. ET on Saturdays. The TTY number for those with a hearing impairment is **1-800-345-1833**. International calls can be directed to **1-303-737-7204**.

QUESTIONS ABOUT YOUR AEP BENEFITS?

Call the AEP Benefits Center at **1-888-237-2363 (1-888-AEP-BENE)**, option 2, between 8 a.m. and 8 p.m. ET, any business day.

www.aepbenefits.com



AEP TOTAL REWARDS - WINTER 2021

Inside, find information about managing your total well-being in 2021 with support from AEP benefit programs and support resources.



YOUR WINTER
2021 ISSUE OF
AEP'S TOTAL
REWARDS
NEWSLETTER
INSIDE!

John Doe
123 Any St.
Maintown, ST 12345

1025 Ashworth Road
West Des Moines, IA 50265



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City, ST

TOTAL REWARDS

AEP EMPLOYEE NEWSLETTER

WINTER 2022

USE YOUR BENEFITS TO REACH YOUR 2022 GOALS

With the start of a new year we thought we would take some time to talk about how you can use your benefits to reach your goals — whether they're physical, emotional or financial.

In this edition of your Total Rewards Newsletter, you'll find several resources to help you achieve your 2022 objectives, including:

INSIDE

Take Care of Your Emotional Health

More Ways to Better Health!

Increase to 401(k) Automatic Contribution Percentages

Make Sure to Monitor Your Paycheck for Proper Deductions

TAKING CARE OF YOUR EMOTIONAL HEALTH



USING SOLERA HEALTH TO HIT YOUR WEIGHT LOSS GOALS



SAVING MORE FOR RETIREMENT

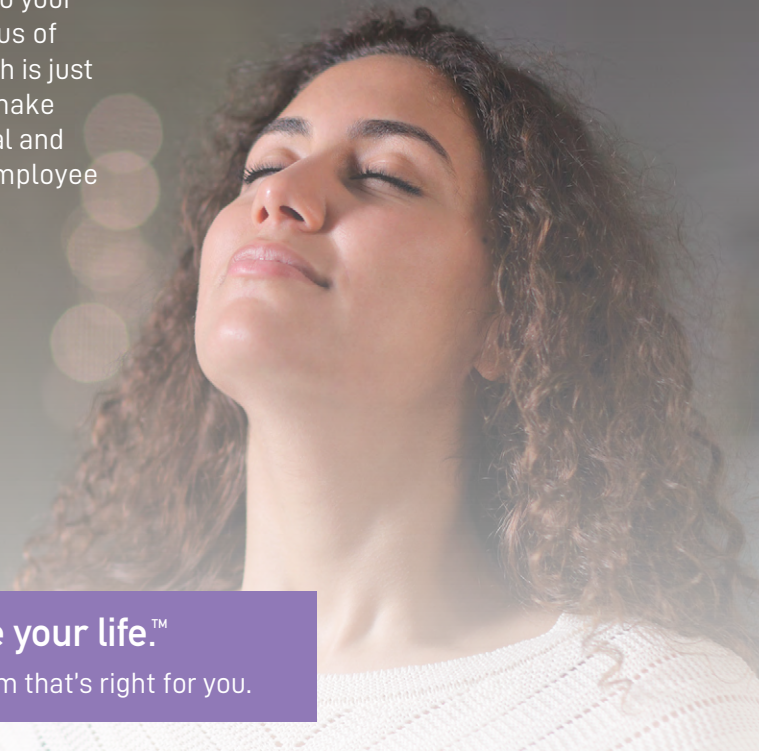


REVIEWING YOUR PAYCHECK FOR PROPER DEDUCTIONS



TAKE CARE OF YOUR EMOTIONAL HEALTH

Taking care of your physical health is important to your overall well-being, which is why it's often a focus of New Year's resolutions. But your emotional health is just as important to your quality of life. At AEP, we make resources available to address a variety of mental and emotional health topics through the Anthem Employee Assistance Program (EAP).



Change your mind. Change your life.™

Take a quick assessment to find the program that's right for you.

Emotional Well-being Resources through the EAP now includes a new **Learn to Live** program that gives you the support to help you and your household members live your happiest, healthiest lives. Built on the proven principles of Cognitive Behavioral Therapy (CBT), digital tools are available anywhere, anytime and can help you identify thoughts and behavior patterns that affect your emotional well-being — and work through them. You'll learn effective ways to manage stress, depression, anxiety, substance use, and sleep issues.

Learn to Live can also help you with a wide variety of other matters, so make sure you check it out!

ACCESS THE EAP

Go to anthemEAP.com and enter company code: AEP. You can also call 1-877-585-9572, 24/7, 365 days a year to speak with a representative.



Personalized, one-on-one coaching

Team up with an experienced coach who can provide support and encouragement by email, text, or phone.



Build a support team

Add friends or family members as "Teammates." They can help you stay motivated and accountable while you work through programs.



Practice mindfulness on the go

Receive weekly text messages filled with positivity, quick tips, and exercises to improve your mood.



Live and on-demand webinars

Learn how to improve mental well-being with useful tips and advice from experts.



NOW MORE WAYS TO BETTER HEALTH!

One of the most common New Year's Resolutions is to lose weight and get into shape. While many people get a good start on this goal, it can be difficult to maintain over time. New this year, AEP has expanded our Diabetes Prevention Program to include more risk factors like high cholesterol, high blood pressure, diagnosed diabetes and obesity.

In partnership with Solera Health, anyone enrolled in the Anthem medical plan with qualifying risk factors will have access to the network of providers at **no cost**.

Solera Health is a nationally-recognized lifestyle change program aimed at helping you develop healthy habits. Losing 5 to 7 percent of your body weight actually lowers your risk of many chronic diseases and help to keep them in-check.

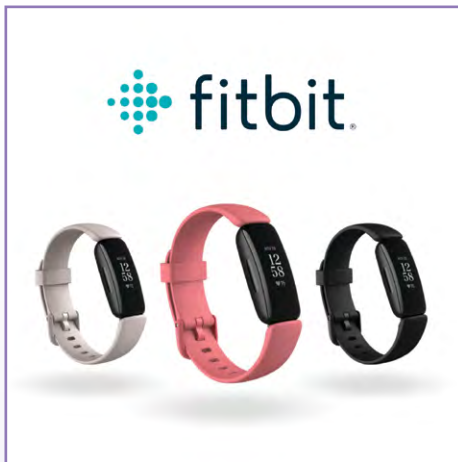
Answer a few questions at gosolera.com/aep to determine if you qualify. Programs include access to a personal health coach, small group for support, and tools like a scale with wireless Internet connectivity. At week 4 of the program all engaged participants will receive a FitBit activity tracker.

Call Solera Health at 1-855-750-1352
TTY: 711, Monday through Friday from 9:00 a.m. to 9:00 p.m. ET.



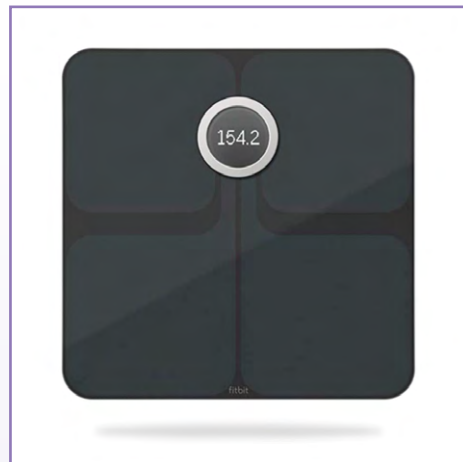
HEALTH COACH

Work with a health coach to personalize your plan for better results.



FITBIT® ACTIVITY TRACKER

When you participate for 4 weeks, you will receive a FREE Fitbit® tracker*.

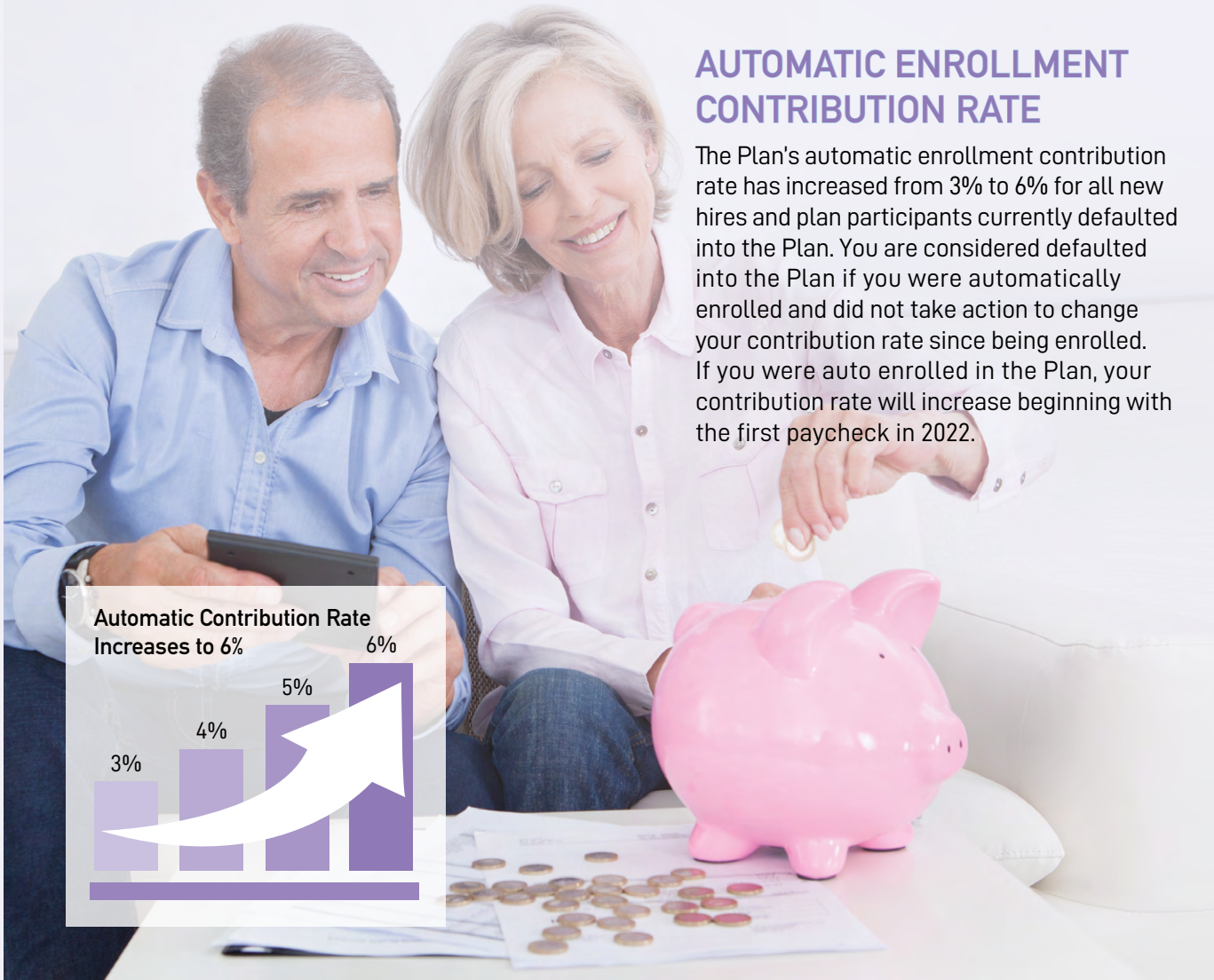


WIRELESS SCALE

Join a digital program and receive a smart scale.

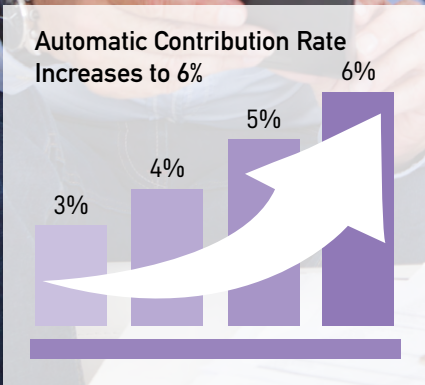
INCREASE TO 401(k) AUTOMATIC CONTRIBUTION PERCENTAGES

AEP is dedicated to helping you live your best life — both while you're employed here and after you leave. That's why we are increasing the 401(k) automatic contribution percentages. The changes are effective January 1, 2022 and only apply if you have not elected a 401(k) contribution percentage or did not opt out of the automatic contribution rate increase feature.



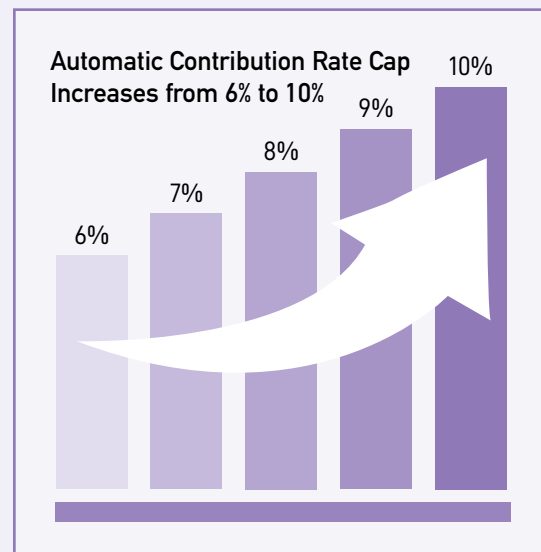
AUTOMATIC ENROLLMENT CONTRIBUTION RATE

The Plan's automatic enrollment contribution rate has increased from 3% to 6% for all new hires and plan participants currently defaulted into the Plan. You are considered defaulted into the Plan if you were automatically enrolled and did not take action to change your contribution rate since being enrolled. If you were auto enrolled in the Plan, your contribution rate will increase beginning with the first paycheck in 2022.



AUTOMATIC CONTRIBUTION INCREASE FEATURE

The cap for the automatic increase feature has increased from 6% to 10%. If you have been automatically enrolled in the Plan and/or have not opted out of the automatic increase feature, your contributions will increase by 1% each year until you reach a 10% contribution rate. If you are already contributing 10% or more you will not be affected by this change.



If you do not wish to see an increase in your contributions or want to opt out of automatic increases, login into aep401k.com or call Empower at 1-877-AEP-401k (1-877-237-4015). Requested changes will be processed as soon as possible.

YOUR 2022 CHECKLIST

Start the new year off right by making sure your AEP information is up to date and sets you up to maximize the value of your benefit programs.

Check Your Check

Most people's net pay changes slightly with the first check of the year. This can be due to benefits choices, tax withholdings, or other deduction changes. So, take time to review your pay information — go to [HRNow](#) > **My Money** > **View My Paycheck**.

Things to look for:

- Verify that the state, city and school district tax locations are correct.
- Check for your 2022 benefit deduction amounts. If you see incorrect withholdings, contact the AEP Benefits Center at 1-888-237-2363, Option 2.
- Make sure your net pay is being distributed to the correct checking or savings account.
- Want more information on how to read your paycheck or W-2? Log on to [aepbenefits.com](#). At the top of the page select **Reference Center** and open the **Payroll** folder.
- If you still have questions email prpay@aep.com.

Review and/or update your beneficiaries.

You can find out how to review or update your designated beneficiaries for AEP life insurance, pension, and 401(k) plans at [aepbenefits.com](#) and select "Update My Beneficiaries" from the menu bar.

If you are enrolled in a Health Savings Account (HSA) you are able to change your elected savings amount during the year at [aepbenefits.com](#).

Select **Change My Benefits** once logged in.

Consider enrolling in Castlight. As medical deductibles reset on January 1st, use Castlight's pricing tool to make the most of your healthcare dollars.

Make the most of your 401(k) savings opportunities in 2022.

Here's what you can save in 2022:

- Up to \$20,500 in before-tax or Roth after-tax contributions.
- An additional \$6,500 in before-tax or Roth after-tax catch-up contributions if you will be age 50 or older in 2022.

QUESTIONS ABOUT YOUR AEP BENEFITS?

Call the AEP Benefits Center at 1-888-237-2363 (1-888-AEP-BENE), option 2, between 8:00 a.m. and 8:00 p.m. ET, any business day.



BOUNDLESS ENERGY

1025 Ashworth Road
West Des Moines, IA 50265

**YOUR WINTER
2022 ISSUE OF
AEP'S TOTAL
REWARDS
NEWSLETTER
INSIDE!**



AEP TOTAL REWARDS - WINTER 2022

Inside, find information about managing your total well-being in 2022 with support from AEP benefit programs and resources.



BOUNDLESS ENERGY

www.aepbenefits.com

TOTAL REWARDS

AEP EMPLOYEE NEWSLETTER

FALL 2021

2022 ANNUAL ENROLLMENT IS COMING: October 20 – November 10, 2021

INSIDE

IT'S ALMOST TIME TO ENROLL IN YOUR 2022 BENEFITS

It's that time of year again — Annual Enrollment for your benefits is just around the corner. Between now and October 20, review your current benefits at aepbenefits.com and consider if you want to make changes for the 2022 plan year. Annual Enrollment is your once-a-year opportunity to make these changes.

You'll find highlights of the changes for 2022 in this newsletter. For more details, watch for the Annual Enrollment e-Guide in mid-October.

Not Sure Which Medical Plan Is Right For You? - Ask Alex!

ALEX[®] provides personalized, confidential benefits guidance on any computer, tablet, or smartphone. Before you make your enrollment decisions, let ALEX help you find the plans that make the most sense for you and your family. With information you supply about your coverage preferences, anticipated care needs, ALEX will recommend the plan that matches most closely with those preferences.

- Need a refresher on your medical plan?
- Having trouble remembering what exactly a deductible is? How about an out-of-pocket max? ALEX has a refresher on the health plan basics that only takes a couple of minutes.
- After October 1, 2021 visit Alex at myalex.com/aep.



2022 Annual Enrollment is Coming

What's New and Changing for 2022

We're Going Digital!

What You Need To Do Between October 20 and November 10, 2021



WHAT'S NEW AND CHANGING FOR 2022

We've made a few changes and enhancements to your AEP benefits this year. Here's what you can expect in 2022:

- **Medical and dental plan contribution.** As announced in previous years, AEP implemented a three-year phased approach regarding contribution increases relating to covered dependents. This is the third year of that phased approach and as a result, you will see small increases in your medical and dental plan contribution rates if you choose to cover any dependents under your AEP medical and dental plans.
- **Expanded weight-loss support.** This program is offered to anyone enrolled in the Anthem medical plan with qualifying risk factors. The goal of the program is 5-7% weight loss. Some qualifying risk factors include Type 2 diabetes, obesity, high blood pressure and high cholesterol.
- **Enhancements to the vision plan.** The frame and contact lens allowances will increase to \$155 and a new tiered copay for progressive standard and premium lenses has been added.
- **A new voluntary Hospital Indemnity insurance.** If you enroll for this benefit and are admitted to the hospital, this benefit provides a cash payment for each day you spend in the hospital. The benefit can be used to help pay out-of-pocket and non-covered costs, plus additional living expenses.
- **Life and supplemental health insurance decision resource.** You will now have access to Benefit Scout resource to help you select supplemental life and AD&D insurance and voluntary health insurance benefits (through Securian Life) that may fit your specific situation. Visit Benefit Scout starting October 1 at Lifebenefits.com/aepvoluntaryhealth or Lifebenefits.com/aeplife.
- **Flexible Spending rollover limit.** As permitted by COVID regulations, AEP is electing to allow all remaining unused 2021 FSA and Dependent Care FSA funds in excess of \$10 to be rolled over to 2022 accounts in mid-April 2022. The amount rolled over from your 2021 to your 2022 account are in addition to the maximum contribution to those 2022 accounts that are otherwise permitted. Please take this into account when making your 2022 elections.

2022 MONTHLY RATES FOR FULL-TIME ACTIVE PARTICIPANTS

Plan	Participant only	Participant + spouse/domestic partner	Participant + child(ren)	Participant + family
Medical – Health Reimbursement Account (HRA) Plan	\$166.09	\$439.49	\$343.05	\$616.44
Medical – HSA Plus Plan	\$97.52	\$277.08	\$213.73	\$393.28
Medical – HSA Basic Plan	\$37.47	\$133.32	\$99.26	\$195.75
Dental Preferred Provider Organization (DPPPO) Plan	\$12.08	\$24.88	\$36.58	\$49.81
Dental Maintenance Organization (DMO) Plan	\$8.84	\$18.78	\$21.26	\$31.21
Comprehensive Vision Plan	\$6.82	\$12.93	\$13.61	\$20.41

WE'RE GOING DIGITAL!



As part of our dedication to eco-friendliness and improving your enrollment experience, we're going digital this year with our benefits guide. Unlike prior electronic guides, this guide was built "digital first" for an improved user experience. You'll be able to access all the information you usually find in the annual enrollment benefits guide, only it will be through a website instead of a printed or PDF document. Within the guide you will find details about what's new and changing, compare plans side-by-side and review benefit options. There's even an option to download and print a PDF. Above is a preview of what the new e-guide will look like. Watch your email in mid-October for additional information on how to access the e-guide. Don't forget to review your "Benefits Email" address on HR Now to ensure it's current. If you don't have a "Benefits Email" address on file then information will be sent to your AEP email address.

WHAT YOU NEED TO DO BETWEEN OCTOBER 20 AND NOVEMBER 10, 2021

You will need to take action during Annual Enrollment in order to:

- Contribute to a Health Care Flexible Spending Account (HCFSA)
- Contribute to a Dependent Care Flexible Spending Account (DCFSA)
- Contribute to the Health Savings Account (HSA) via AEP payroll deduction.
- Participate in the Vacation Purchase Program for 2022
- Add, change or cancel any of your health and welfare coverages including certain supplemental benefits
- Change your enrollment status in the Group Legal Plan



Surcharges

For 2022, two surcharges may apply if you are enrolling in medical coverage. **You must attest to a qualifying status below each year to avoid the surcharges being automatically applied:**

1. Participants and spouses/domestic partners enrolled in an AEP-sponsored medical plan who attest to the use of tobacco and/or nicotine products and who do not take advantage of one of the tobacco/nicotine cessation programs will each be assessed a monthly tobacco surcharge of \$50.
2. If your spouse/domestic partner has access to employer-subsidized medical coverage through their employer, but you choose to cover them under the AEP medical plan, you will be assessed a surcharge of \$50 per month (note that the \$50 surcharge will not apply if the covered spouse or domestic partner is also an AEP employee or retiree).

Default coverage

If you do not take action during Annual Enrollment, you will be enrolled in default coverages as follows:

- **Medical:** You and your eligible dependent(s) will remain enrolled in your current medical plan at your current coverage level (single, family, etc.) and 2022 contribution rates will apply. The monthly tobacco surcharge (for you and for enrolled spouse/domestic partner) and spousal surcharge will apply if your spouse is enrolled. If you currently waive AEP medical coverage, you will continue to be waived unless you enroll for 2022.
- **Dental, vision, life insurance, accidental death & dismemberment (AD&D) insurance, group legal and long-term disability (LTD) coverage:** You and your eligible dependent(s) will remain enrolled in your current coverage and applicable 2022 contribution rates will apply.
- **Voluntary coverages:** If you are currently enrolled in any of the voluntary benefits through MetLife, such as Auto and Home or Pet Insurance, coverage will continue in 2022 unless you notify MetLife that you no longer want to participate. You can enroll or discontinue coverage at any time throughout the year, not just during Annual Enrollment.

ANNUAL ENROLLMENT CHECKLIST

Review the *2022 AEP Health & Welfare Benefits e-Guide* at aepbenefits.com starting October 18.

An Annual Enrollment e-Guide link will be emailed to the Benefits Email address on file. If you haven't provided a Benefits Email address, then you will receive an email at your AEP email address. To ensure your Annual Enrollment information is sent to the appropriate email address, go to HR Now to review the current Benefit Email address you have on file or to add one. You must make the update by **October 11** in order to impact the delivery of your Annual Enrollment information.

Starting October 20 through November 10, 2021, go to aepbenefits.com to complete the 2022 Annual Enrollment process.

QUESTIONS?

Call the AEP Benefits Center at 1-888-237-2363 (1-888-AEP-BENE), Option 2, between 8:00 a.m. and 8:00 p.m. ET, any business day.





1025 Ashworth Road
West Des Moines, IA 50265

**IMPORTANT
ANNUAL
ENROLLMENT
INFORMATION
ENCLOSED!**



**AEP TOTAL REWARDS -
FALL 2021**

aepbenefits.com

Review your AEP benefits during the enrollment period to ensure you are making elections that best suit your needs and the needs of your family.



TOTAL REWARDS

AEP EMPLOYEE NEWSLETTER



FALL 2020

ANNUAL ENROLLMENT IS OCTOBER 22 THROUGH NOVEMBER 10, 2020

Take action this fall at www.aepbenefits.com. This newsletter summarizes what you need to know about 2021 benefit updates and provides guidance for what you need to know and do when annual enrollment begins. Learn about your 2021 AEP benefit options now, so you will be ready to make elections that best suit your needs and the needs of your family next year.

YOUR 2021 AEP HEALTH & WELFARE BENEFITS GUIDE WILL BE AVAILABLE ONLINE SOON

This year, benefit guides will be provided electronically and AEP will not mail them to employee homes. Instead, you will receive a link via email when you can access your 2021 AEP Health & Welfare Benefits Guide at www.aepbenefits.com. If you are unable to access your guide online, you can get assistance by calling the AEP Benefits Center at 1-888-237-2363, Monday-Friday, 8 a.m. – 8 p.m., Eastern Time.

NEED HELP CHOOSING MEDICAL COVERAGE? ALEX IS READY TO HELP

ALEX® is an online tool that will help you select the best benefit plan for you and your family. When you interact with ALEX he'll ask you a few questions about your health care needs, crunch some numbers, and point out what makes the most sense for you. With information you supply about your coverage preferences, anticipated care needs and cost, ALEX will recommend the plan that matches most closely with those preferences. Anything you tell ALEX remains anonymous. Talk to ALEX anytime and anywhere from your smartphone, tablet, or computer. Find a link to ALEX on www.aepbenefits.com or visit www.myalex.com/aep/2021.



INSIDE

2021 Benefit Updates

2021 Monthly Rates for Active Employees

Required Actions During Annual Enrollment




Annual Enrollment Checklist









2021 BENEFIT UPDATES

AEP regularly reviews our benefits plans to ensure they offer choice and maximize value for both you and the Company. Part of that review is evaluating our benefit offerings with those offered by our utility peers. We also analyze overall marketplace trends to ensure our plans are aligned with best practices.

Based on our most recent review, AEP's plans continue to be market-competitive and cost-effective. As a result, there will be few changes to our benefits programs for 2021, as outlined below.

	What?	How?	Why?
<p>NEW</p> 	<p>Tobacco User Surcharge for Spouses / Domestic Partners Enrolled in 2021 Medical Coverage</p>	<p>In addition to the tobacco surcharge already in place for employees, those who cover a spouse or domestic partner who uses tobacco and/or nicotine products will be assessed a monthly tobacco surcharge of \$50 for their enrolled spouse or domestic partner's coverage.</p> <p>Attesting to a spouse's or domestic partner's tobacco/nicotine product usage is a new and required step during the enrollment process when making your annual enrollment elections. If you do not answer the tobacco and nicotine surcharge attestation question during the online enrollment process, AEP will assume that your enrolled spouse or domestic partner uses tobacco/nicotine, and you will be assessed the \$50-per-month surcharge during 2021.</p> <p>You can avoid the surcharge if your enrolled spouse or domestic partner enrolls in AEP's Tobacco Cessation Program by January 31, 2021. Additional information about the program — including an online option — will be provided in the <i>2021 AEP Health & Welfare Benefits Guide</i>.</p>	<p>As part of AEP's ongoing efforts to promote good health while containing escalating healthcare costs, we want to encourage employees and their family members to be tobacco- and nicotine-free, and to offer support for those looking to quit.</p>
<p>CHANGE</p> 	<p>Medical and Dental Plan Contributions</p>	<p>You may remember that, last year, we adjusted the methodology used for calculating contribution rates for coverage of dependents under AEP medical and dental plans.</p> <p>We adopted a phased approach over a three-year period, and 2021 will be the second year of contribution rate adjustments for enrolled dependents. As a result, you may see an incremental increase in your medical and/or dental plan contribution rate (the amount that comes out of your paycheck) if you cover a spouse, domestic partner, and/or child(ren).</p>	<p>In 2019, we determined that the value of the health benefits we offer is in line with peers, while the cost of the benefits paid by participants (specifically for those covering dependents) is lower than average as compared to our industry.</p> <p>To address this disparity, we are continuing our phased approach to making this contribution adjustment, so that we can stay in line with the market and position ourselves to continue offering competitive medical plan coverage over the long run.</p>
<p>CHANGE</p> 	<p>Increased Health Care Flexible Spending Account (HCFSA) and Health Savings Account (HSA) Contribution Limits</p>	<p>Employees who enroll in an HCFSA for 2021 can make an annual before-tax contribution of up to \$2,750.</p> <p>In 2021, the maximum annual HSA contribution for individuals in a high deductible health plan will increase to \$3,600. The maximum for those covering more than a single individual will increase to \$7,200. The catch-up amount for those age 55 and older remains at \$1,000.</p>	<p>These changes are in accordance with IRS guidance pertaining to health care spending accounts.</p>

	What?	How?	Why?
CHANGE 	Eligibility of over-the-counter medications for Healthcare Flexible Spending Account (HCFSA) and Health Savings Account (HSA) reimbursement	The Coronavirus Aid, Relief, and Economic Security (CARES) Act, enacted earlier this year by the federal government, expands the list of eligible out-of-pocket expenses eligible for reimbursement through an HCFSA and HSA. These expenses include over-the-counter drugs and medicines (those not prescribed by a physician) and menstrual care products. These changes were put into effect during 2020 and will apply in 2021 as well for the HCFSA and HSA next year. For a list of eligible expenses, visit http://healthequity.com/learn	These changes are in accordance with IRS guidance pertaining to health care spending accounts.
CHANGE 	Increased HCFSA rollover amount	The CARES Act also provides for an increase in the maximum rollover amount of an HCFSA balance not used during the prior year. This amount has been increased from \$500 to \$550 for balances as of December 31, 2020 and going forward.	These changes are in accordance with IRS guidance pertaining to health care spending accounts.
CHANGE 	Expanded number of medical plan services requiring pre-certification	In an effort to align with Anthem's standard pre-certification list, a limited set of additional medical services will require pre-certification in 2021. Information can be obtained by calling Anthem at 1-877-585-9572 or on Anthem.com. A link to the list is also posted on www.aepbenefits.com	To ensure a service or procedure will be covered by our medical plan, employees and/or their doctors must obtain pre-certification before care begins. Expanding pre-certification provides you coverage information in advance and eliminates issues that can arise when a claim is denied after care is received.
CHANGE 	Enhanced CancerBridge Program	CancerBridge has evolved into a connection deeper than just navigation. Its personalized cancer guidance, Care Connect, is an ongoing caller-and-nurse relationship that allows for multiple, focused touch points to address specific oncology education and resource needs for each specific cancer diagnosis. You and your family get access to cancer experts who can answer general questions you have about cancer and its treatment. To connect with CancerBridge, call 1-855-366-7700, Monday through Friday from 8 a.m. to 5 p.m. Eastern Time.	Guidance from experts at a time of uncertainty with more frequent touch points will better support employees and their families throughout the entire cancer experience.
CHANGE 	Elimination of out-of network coverage for certain medical services	The medical plan will not cover the following services in 2021 if received from an out-of-network provider: Orthotics, Dialysis, Durable Medical Equipment, Pain Management, Prosthetics, Sleep Studies and Spinal Fusions.	This change will ensure members are receiving services from providers who meet Anthem's care and cost standards. If you do not live within 30 miles of an in-network provider, Anthem can assist you with requesting an exception in coverage.
CHANGE 	Increased review of specialty medications obtained in a provider setting	Expanded clinical review of non-oncology drugs administered in a hospital outpatient facility, physician's office, ambulatory infusion center, or home infusion. For a list of these drugs, visit www.aepbenefits.com .	Medical specialty drug review and analysis of site of care will result in members receiving medication in a cost-effective manner.



2021 MONTHLY RATES FOR ACTIVE EMPLOYEES

Full-time active employees	Participant only	Participant + spouse/domestic partner	Participant + child(ren)	Participant + family
Medical – Health Reimbursement Account (HRA) Plan	\$161.52	\$418.42	\$327.80	\$584.70
Medical – HSA Plus Plan	\$94.87	\$260.57	\$202.12	\$367.81
Medical – HSA Basic Plan	\$37.47	\$124.62	\$93.87	\$181.02
Dental Preferred Provider Organization (DPPO) Plan	\$12.08	\$24.04	\$34.62	\$47.04
Dental Maintenance Organization (DMO) Plan	\$8.84	\$18.56	\$20.98	\$30.71
Comprehensive Vision Plan	\$6.82	\$12.93	\$13.61	\$20.41

AYCO FINANCIAL COUNSELING

Need help with your benefit elections? Ayco's Financial Counseling can help you manage your personal finances, navigate life events, and get the most out of company benefits through their digital platform and one-on-one guidance from a coach.

You can contact an Ayco financial coach at 1-866-217-8693 Monday - Thursday, 9 a.m. - 8 p.m ET, and Friday, 9 a.m. - 5 p.m. ET. Visit the digital platform to learn more at www.ayco.com/login/aep.

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TIPS FOR CHOOSING AEP DENTAL COVERAGE

AEP offers two dental coverage options through Aetna:

- **Aetna Dental Preferred Provider Organization (DPPO) Plan:** Offered in all areas.
- **Aetna Dental Maintenance Organization (DMO) Plan:** Offered in limited areas; availability is based on your ZIP code.

If the Aetna DMO Plan is available where you live and you choose that dental coverage option, you must select a primary care dentist (PCD) to coordinate your care. You will not be able to use DMO Plan services until you select a PCD. The Aetna network for the DMO plan is different than for the DPPO Plan. Before enrolling in the DMO plan, please verify that the provider is in the DMO Plan network and is accepting new DMO Plan patients. For assistance confirming dentists who participate in Aetna's network, call Aetna Member Services at 1-800-243-1809. If you choose the DMO Plan and your preferred dentist is not within the DMO Plan network, you will not be permitted to change your dental plan until next year's annual enrollment.

REQUIRED ACTIONS DURING ANNUAL ENROLLMENT

Surcharges

Be sure to take action between October 22 and November 10, 2020. For 2021, two types of surcharges may apply if you are enrolling in medical coverage:

- 1. Tobacco surcharge.** It is a required step to attest to your tobacco/nicotine product usage (and your spouse's or domestic partner's tobacco/nicotine product usage if you cover or enroll them in your medical coverage) every year. If you do not take this step, AEP will assume that you (and your enrolled spouse or domestic partner) use tobacco/nicotine, and you will be assessed the \$50-per-month surcharge (plus an additional \$50 per month if you enroll your spouse or domestic partner in medical coverage) during 2021. You can avoid the surcharge if you or your enrolled spouse or domestic partner enroll in AEP's Tobacco Cessation Program by January 31, 2021. You will find more details in your 2021 AEP Health & Welfare Benefits Guide.
- 2. Spousal surcharge.** If your spouse or domestic partner has access to employer-subsidized medical coverage through their employer, but you choose to cover them under an AEP medical plan, you will be assessed a surcharge of \$50 per month (unless the covered spouse or domestic partner is also an AEP employee or retiree). If you do not answer the medical spousal/domestic partner surcharge attestation question during annual enrollment, AEP will assume that your covered spouse or domestic partner has access to employer-subsidized medical coverage, and you will be assessed the \$50-per-month surcharge.

Default coverage

If you do not take action during annual enrollment, you will be enrolled in default coverages as follows:

- **Medical:** You will remain enrolled in your current medical plan at your current coverage level (single, family, etc.) and 2021 contribution rates will apply. The monthly tobacco surcharges will apply (for you and for enrolled spouse) and spousal surcharge applied if your spouse is enrolled. If you currently waive AEP medical coverage, you will continue to be waived unless you enroll for 2021.
- **Dental, vision, life insurance, accidental death & dismemberment (AD&D) insurance and long-term disability (LTD) coverage:** You will remain enrolled in your current coverage and applicable 2021 contribution rates will apply. If you are currently enrolled in the Aetna DMO Plan, review your dental plan options to ensure the DMO Plan is still available to you based on your home ZIP code. If the DMO Plan is no longer available, you will be defaulted into the Dental DPPO Plan, covering your same eligible dependents.
- **Flexible Spending Accounts (FSAs):** You will **NOT** be enrolled in or able to contribute to the health care FSA or dependent care FSA for January 1, 2021. You may be able to enroll in or contribute to an FSA later in the year if you have a qualifying change in family or employment status.
- **Health Savings Account (HSA):** If you have a current HSA contribution election that is withheld from your paycheck it will not automatically carry over to 2021. If you do not make a new election during annual enrollment, you may elect to start contributing at any time throughout the year, assuming you are eligible.
- **Vacation Purchase program:** You will not have any purchased vacation hours. You must choose how many hours to purchase each year, even if you've purchased vacation in the previous year.
- **Voluntary coverages:** If you are currently enrolled in any of the voluntary benefits through MetLife, such as Auto & Home or Pet Insurance, coverage will continue in 2021 unless you notify MetLife that you no longer want to participate. You can enroll or discontinue coverage at any time throughout the year, not just during annual enrollment.

ANNUAL ENROLLMENT CHECKLIST

Approximately a week prior to annual enrollment, visit www.aepbenefits.com to review your 2021 AEP Health & Welfare Benefits Guide. You can start making your 2021 enrollment elections on October 22, 2020. If you are unable to access your guide online, you can get assistance by calling the AEP Benefits Center at 1-888-237-2363, Monday-Friday, 8 a.m. – 8 p.m., Eastern Time.

- Confirm your (and your spouse's or domestic partner's, if applicable) tobacco user status.
- Verify if your spouse or domestic partner has other available medical coverage (if applicable).
- Purchase additional vacation (if applicable).
- Elect Flexible Spending Accounts and/or Health Savings Accounts for 2021.
- Make any other desired changes to your benefits.
- Review your elections after you complete your enrollment.

QUESTIONS?

Call the AEP Benefits Center at 1-888-237-2363 (1-888-AEP-BENE), option 2, between 8 am and 8 pm ET, any business day.

Review your AEP benefits during the enrollment period to ensure you are making elections that best suit your needs and the needs of your family.



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IMPORTANT
ANNUAL
ENROLLMENT
INFORMATION
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