

# AvalonBay Benefits Highlights

## For Part-time Associates

At AvalonBay, we offer our part-time associates valuable benefits and programs that help you and your family stay healthy and well.



**Build Strong.  
Live Well.**

# Dental Benefits

AvalonBay offers dental coverage through MetLife to help you maintain a healthy smile through regular preventive care and to fix covered problems as soon as they occur. For complete cost and coverage details and to enroll, visit the AvalonBay Benefits Marketplace.



## 2021 Dental Plans

- Premier Plan
- Basic Plus Plan

### Key features

- 100% in-network preventive and diagnostic care (using providers in the PDP Plus network)
- Affordable coverage that helps you manage the cost of dental treatment
- Wide network of providers that have agreed to negotiated rates, which helps you save money

 Visit [mercermarketplace.com/AvalonBay](https://mercermarketplace.com/AvalonBay) for cost and coverage details.

# Vision Benefits

To help you keep life in focus, AvalonBay offers you the opportunity to enroll in vision insurance through VSP, which provides coverage for periodic eye exams, eyeglasses, and contact lenses for you and your eligible dependents.



## 2021 Vision Plan

### Key features

- Eye exam covered every year, with only a small copay charged to you
- Coverage for prescription eyeglasses or contact lenses so you can choose the method of correction you prefer
- Wide network of providers that have agreed to negotiated rates, which helps you save money
- Enhanced coverage, including Diabetic Eyecare Plus program, Computer Vision Care and Safety Glasses

 Visit [mercermarketplace.com/AvalonBay](https://mercermarketplace.com/AvalonBay) for cost and coverage details.

## Eligibility Details

Regular associates scheduled to work at least 16 but less than 30 hours per week are eligible for part-time benefits:

- Maven, Wellthy, ReThink and Vida Wellbeing programs
- Dental and vision benefits
- 401(k)/ESPP
- Supplemental Medical Insurance
- Voluntary Benefits and Discount Programs



# Wellbeing Programs

## Maven for Parenthood

Our family planning benefit, Maven, provides support to associates and their partners on a variety of paths to parenthood such as fertility, egg freezing, IVF/IUI, pregnancy, loss, adoption, surrogacy and even postpartum and early pediatrics. Maven is an on-demand healthcare concierge that offers modern, holistic healthcare through their virtual clinic.

Associates who sign up with Maven enjoy on-demand access to a custom network of providers including mental health providers, lactation consultants, midwives, doulas, OB-GYNs, infant sleep coaches, pediatricians and more! Appointments can be scheduled via video, chat, or phone.

Get started today at [mavenclinic.com/join/AvalonBay](http://mavenclinic.com/join/AvalonBay).

## Wellthy for Caregivers

With Wellthy caregiver support services, you can get help taking care of aging, chronically ill, or disabled loved ones.

When you set up an account with Wellthy, you're assigned a dedicated Care Coordinator who creates a plan and completes tasks for you, all through a modern online experience. Care Coordinators will help you by scheduling appointments, refilling prescriptions, handling prior authorizations, sourcing and vetting the right in-home aide, handling a move into a care facility, coordinating with insurance companies, and much more.

Enroll today at <https://wellthy.com/avalonbay/>.

## ReThink for Parents

Caring for a child with learning, behavioral, or social challenges, or a developmental disability, can be stressful, and balancing a busy work schedule with finding successful treatment options can be overwhelming. To help address these challenges, we offer a unique benefit to help your child reach their fullest potential by equipping you with tools, resources, and consultation sessions — putting best practice treatment solutions at your fingertips.

After enrolling with ReThink, you receive one-on-one virtual sessions with behavioral experts and special educators, access to a video library based on principles of Applied Behavior Analysis (ABA), resources such as printable teaching materials, expert-led webinars, care coordination capabilities, data collection and progress reporting tools, peer support forums, and much more!

Get started today by going to <http://avalonbay.rethinkbenefits.com> and using Company Code Avalonbay, or by calling 800-714-9285.





## Vida Health

What's your healthy? From losing weight, eating better, to managing a chronic condition, it's easier to achieve your goals with expert guidance and support.

Your health, and the health of your family members, is important to AvalonBay. That's why we offer you and yours a wellbeing program through Vida Health. This confidential program makes it easier and more rewarding to take care of your health — and it's available to you at no cost. Share your health goals, preferences, and any existing medical conditions to be matched into a wellbeing program.

### Available programs

- Lifestyle Coaching
- Exercise
- Weight Loss
- Nutrition
- Diabetes Prevention
- Stress Management
- Resilience
- Sleep Health
- Smoking Cessation
- Asthma
- Hyperlipidemia
- COPD

### Ongoing support and guidance

- Stay on track with one-on-one consultations and ongoing messaging with your coach.
- Get useful tips and insights from interactive resources like video and audio exercises.

### Get started!

Visit [vida.com/avalonbay](https://www.vida.com/avalonbay) to learn more and register, or download the Vida Health app on Google Play or the App Store. Use our code: AVALONBAY1



### Get started!

Visit [vida.com/avalonbay](https://www.vida.com/avalonbay) to learn more and register, or download the Vida Health app on Google Play or the App Store. Use our code: AVALONBAY1



## Employee Assistance Program (EAP)

The EAP, provided by Health Advocate, is a free, confidential benefit to help you and your family members live well, at home and at work. The EAP offers:

- Confidential support for a variety of issues, including work/life balance, family and relationships, depression and stress management, alcohol/substance abuse, and more.
- Up to five free counseling sessions for you and your family members at no cost to you.
- Video counseling via smartphone, computer or tablet.
- Comprehensive financial wellness resources including articles, webinars, and a free session with a financial planning counselor.
- Referrals to local professionals and services to fit your needs.



### Reach out today.

To access the EAP 24/7, call 1-866-799-2728 or visit

[healthadvocate.com/members](https://www.healthadvocate.com/members).



# Supplemental Medical Plans

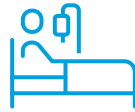
Supplemental medical plans provide cash payments to help offset the cost of a covered medical event. You pay the full cost of coverage through post-tax payroll deductions. Be sure to consider your anticipated medical needs for the coming year — for example, a major surgery — when deciding if supplemental coverage is right for you.

AvalonBay offers three different types of supplemental medical plans through Aflac:



## Accident Insurance

Accident insurance helps protect you from unexpected financial stress if you or a covered family member has an accident. It supplements your primary medical plan by providing cash benefits in cases of accidental injuries. You can use this money to help pay for medical expenses not paid by your medical plan (such as your deductible or coinsurance) or for anything else (such as everyday living expenses).



## Critical Illness Insurance

When a serious illness strikes, critical illness insurance can provide financial support to help you through a difficult time. It protects against the financial impact of certain illnesses, such as a heart attack, cancer, or stroke.

This plan also includes a Health Screening Benefit, which will provide you with a \$50 benefit per calendar year if you have a covered health screening including an annual physical and age appropriate cancer screenings



## Hospital Indemnity Insurance

A trip to the hospital can be stressful, and so can the bills. Even with a major medical plan, you may still be responsible for copays, deductibles, and other out-of-pocket costs. The hospital indemnity plan can help offset your share of the cost associated with a covered sickness or accident.

This plan will pay a set amount when you incur certain covered medical expenses. You can use this money to help cover hospital stays, ambulance service, surgery, and certain inpatient or outpatient treatments. The plan pays benefits in addition to any other insurance.

Visit [mercermarketplace.com/AvalonBay](https://mercermarketplace.com/AvalonBay) for cost and coverage details.



# Financial Wellness Programs



## 401(k) Retirement Savings Plan

AvalonBay's 401(k) plan, offered through Fidelity, can help you reach your financial goals for retirement using the convenience of payroll deductions.

### Your Contributions

You may contribute up to the IRS limits, which are currently:

- \$19,500 if you are under age 50
- \$26,000 if you're age 50 or older

These limits include your before-tax contributions, Roth after-tax contributions, or a combination of both.

### AvalonBay's Contributions

When you save for your retirement, we do, too. AvalonBay matches 50% of your contributions to the plan, on the first 6% you contribute to the plan — that's free money toward your retirement.



Visit [netbenefits.com](https://netbenefits.com) to get started.



## Employee Stock Purchase Plan

Twice a year, AvalonBay provides associates the opportunity to purchase company stock at a 15% discount. The ESPP, offered through Computershare, can help you reach your financial goals and allow you to:

- Purchase AvalonBay stock at a discount — a privilege that is available only to AvalonBay associates. The discount is taken off the lesser of the stock price on the beginning and ending of the purchase period, which means participating associates lock in an even greater discount on the purchase date; and
- Build an ownership stake in the company

ESPP participants may contribute as little as \$10 per paycheck through convenient after-tax payroll deductions. The contributions accumulate over a six-month purchase period and are used to buy stock on the last business day of the purchase period.

The next enrollment opportunity will occur in December. Detailed information will be provided by the Compensation Team in November and December.

### To learn more about the ESPP:

- 📞 Call 1-866-397-5753
- 📄 Visit <https://avalonbay.sharepoint.com/HR/Pages/Employee-Stock-Purchase-Program.aspx>

### To enroll during the upcoming enrollment period:

- 📞 Call 1-866-397-5753
- 📄 Visit [computershare.com/employee/us](https://computershare.com/employee/us)



# Voluntary Benefits and Discount Programs

You have access to a variety of additional programs that can help save you money and provide important assistance with everyday needs.



## Legal Plan

MetLife Legal offers economical access to attorneys for legal services such as will preparation, estate planning, and family law.



## Pet Insurance

Pet Insurance through Nationwide can give you peace of mind, knowing you can get help paying for pet care.

- Covers surgeries, lab fees, x-rays, prescriptions and more.
- Offers access to a 24-hour vet helpline for veterinary care.



## Identity Theft Protection

Services from Allstate monitor your identity, detect fraud, and restore your identity in the event of theft:

- Provides proactive identity and credit monitoring, which protects you against identity fraud.
- Offers full-service identity restoration.



## Auto & Home Insurance

MetLife gives you access to personal insurance policies including home (not available in MA or FL), auto, and recreational vehicle and boat.



## Discount Mall

Gain access to exclusive prices, discounts, and offers from hundreds of local and national merchants through the PerkSpot Online Discount Mall:

- This service is provided at no cost to you.
- Save up to 40% through offers that interest you, including health clubs, movie theaters, restaurants, retailers, and cellphone providers.
- Access through the AvalonBay Benefits Marketplace; no enrollment required.

Visit [mercermarketplace.com/AvalonBay](https://mercermarketplace.com/AvalonBay) for cost and coverage details.

