

# 2020 Benefits at a Glance



**Build Strong.  
Live Well.**

This guide presents highlights of your AvalonBay Benefits. For detailed information about plan provisions and eligibility, please refer to the information provided in the plan documents. In the event of a conflict between the information on this guide and a plan document, the plan document will prevail.

# 2020 Medical Plans: Aetna or Cigna

The chart below provides an overview of the medical plans' in-network coverage features. For complete cost and coverage information, log on to [mercermarketplace.com/AvalonBay](http://mercermarketplace.com/AvalonBay).

	HDHP \$1,850 DEDUCTIBLE PLAN	HDHP \$2,850 DEDUCTIBLE PLAN	PPO \$400 DEDUCTIBLE PLAN	PPO \$900 DEDUCTIBLE PLAN
<b>HSA eligible</b>	Yes		No	No
<b>Company contribution to HSA</b>	Associate salary less than \$50,000: \$600 for individual coverage; \$1,200 if you cover dependents  Salary of \$50,000 or more: \$400 for individual coverage; \$800 if you cover dependents		Not eligible	Not eligible
<b>In-network care: Your costs</b>				
<b>Preventive care</b>	Covered at 100% in-network, so you pay nothing	Covered at 100% in-network, so you pay nothing	Covered at 100% in-network, so you pay nothing	Covered at 100% in-network, so you pay nothing
<b>Individual/family deductible</b>	\$1,850/\$3,700	\$2,850/\$5,700	\$400/\$800	\$900/\$1,800
<b>Individual/family out-of-pocket maximum</b>	\$3,500/\$6,500	\$5,500/\$11,000	\$2,200/\$4,400	\$3,000/\$6,000
<b>Your coinsurance</b>	20%	30%	20%	20%
<b>Office visit (primary care/ specialist)</b>	20% after deductible	30% after deductible	\$20 copay/\$40 copay	\$40 copay/\$60 copay
<b>Telemedicine visit</b>	20% after deductible	30% after deductible	\$20	\$40
<b>Emergency room visit</b>	20% after deductible	30% after deductible	\$150 copay, then 20% after deductible	20% after deductible
<b>Prescriptions: Your costs</b>				
<b>Retail: 30-day supply</b>				
Generic	20% after deductible	30% after deductible	Deductible does not apply: \$10 copay	Deductible does not apply: \$10 copay
Formulary	20% after deductible	30% after deductible	\$30 copay	30% (min \$25, max \$50)
Nonformulary	20% after deductible	30% after deductible	\$60 copay	45% (min \$40, max \$80)
<b>Mail order: 90-day supply</b>				
Generic	20% after deductible	30% after deductible	Deductible does not apply: \$25 copay	Deductible does not apply: \$25 copay
Formulary	20% after deductible	30% after deductible	\$75 copay	30% (min \$62.50, max \$125)
Nonformulary	20% after deductible	30% after deductible	\$150 copay	45% (min \$100, max \$200)

## KNOW YOUR RX

It's important to understand a few key prescription drug terms.

**Generic Medication:** FDA-approved copies of brand name medication in dosage, strength, route of administration, quality and performance.

**Formulary Medication:** A list of brand name medications that are preferred over others because they provide the same clinical outcomes at a lower cost.

**Non-Formulary Medication:** Brand name medications that are still covered by the plan, but at a higher cost to you because they are not considered preferred.



# Saving and Spending Accounts

## Health Savings Account (HSA): Fidelity

If you enroll in the \$1,850 Deductible Plan or \$2,850 Deductible Plan, you're eligible to open and contribute money to a tax-free Health Savings Account (HSA) through Fidelity. With an HSA:



### Put money in tax-free.

- Contribute to your HSA through before-tax payroll deductions (up to IRS annual limits).
- Change your contribution amount anytime.



### Get company contributions.

- Associate salary less than \$50,000:
  - \$600 for individual coverage
  - \$1,200 if you cover dependents
- Salary of \$50,000 or more:
  - \$400 for individual coverage
  - \$800 if you cover dependents

### Contribution Limits

In 2020, the limits on total contributions to your account (from both you and AvalonBay) are:

- Up to \$3,550 for individual coverage
- Up to \$7,100 for family coverage
- Associates who will be age 55 or older in 2020 may contribute an additional \$1,000.



### Pay for care tax-free.\*

Pay for eligible medical, dental, and vision expenses for you and your family using your HSA debit card (up to the available balance in your account). See a list of eligible expenses at [irs.gov/publications/p502/index.html](https://irs.gov/publications/p502/index.html).

*\*Money in an HSA can be withdrawn tax free as long as it is used to pay for qualified health-related expenses. If money is used for ineligible expenses, you will pay ordinary income tax on the amount withdrawn, plus a 20% penalty tax if you withdraw the money before age 65.*



### Carry unused money over.

- All the money in your HSA is yours to keep, year after year.
- You can build up savings to pay for future health care expenses. You can even invest your money once it reaches a minimum balance, which gives you the potential for tax-free earnings growth and a way to plan ahead for your medical costs in retirement.



# Saving and Spending Accounts (continued)

## Combination FSA: Discovery Benefits

Available only to associates who enroll in the \$1,850 Deductible Plan or \$2,850 Deductible Plan

- Designed to work together with your Health Savings Account (HSA) for additional tax-saving opportunities.
- Contribute an additional \$2,750 annually through before-tax payroll deductions. Only dental and vision expenses are allowed until you meet your medical deductible, then eligible medical and prescription drug expenses are allowed. For a list of eligible expenses, visit [irs.gov/publications/p502/index.html](https://irs.gov/publications/p502/index.html).
- Your annual contribution will be divided into equal deductions from each paycheck. Your entire annual contribution amount is available to you from the beginning of the plan year.
- Unused money does not carry over at the end of each year — use it or lose it.

## Health Care FSA: Discovery Benefits

Available to associates who enroll in the \$400 or \$900 Deductible Plans, or do not elect AvalonBay medical coverage

- Contribute up to \$2,750 annually through before-tax payroll deductions to help cover your eligible medical, vision and dental expenses. For a list of eligible expenses, visit [irs.gov/publications/p502/index.html](https://irs.gov/publications/p502/index.html).
- Your annual contribution will be divided into equal deductions from each paycheck. Your entire annual contribution amount is available to you from the beginning of the plan year.
- Unused money does not carry over at the end of each year — use it or lose it.

## Dependent Care FSA: Discovery Benefits

Available to all associates

- Contribute up to \$5,000 annually through before-tax payroll deductions to help cover your eligible dependent care expenses, such as child daycare and elder care.
- For a list of eligible expenses, visit [irs.gov/publications/p503/index.html](https://irs.gov/publications/p503/index.html).
- Your annual contribution will be divided into equal deductions from each paycheck. You only have access to money that has actually been deposited into your account.
- Unused money does not carry over at the end of each year — use it or lose it.





# Supplemental Medical



## Hospital Indemnity Insurance

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.



## 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.



## 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.

For complete cost and coverage details and to enroll, visit [mercermarketplace.com/AvalonBay](http://mercermarketplace.com/AvalonBay).

# 2020 Dental Plans: MetLife

AvalonBay offers dental coverage through MetLife to help you maintain a healthy smile through regular preventive care and to fix any problems as soon as they occur. For complete cost and coverage details and to enroll, visit [mercermarketplace.com/AvalonBay](http://mercermarketplace.com/AvalonBay).

## 2020 Dental Plans

- Premier Plan
- Basic Plus Plan

### Key features

- Free in-network preventive and diagnostic care
- 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

### Coverage details

	PREMIER PLAN	BASIC PLUS PLAN
<b>In-network</b>		
<b>Individual/family deductible</b>	\$25/\$75	\$50/\$150
<b>Annual maximum benefit</b>	\$2,500	\$1,000
<b>Services</b> Preventive Basic Major	You pay \$0 You pay 20%, plan pays 80% You pay 50%, plan pays 50%	You pay \$0 You pay 30%, plan pays 70% You pay 50%, plan pays 50%
<b>Orthodontia coinsurance/ lifetime maximum (adults and children to age 19)</b>	50%/\$2,500	Not covered

**Out-of-network:** Visit [mercermarketplace.com/AvalonBay](http://mercermarketplace.com/AvalonBay) for coverage details

## FIND A DENTIST

Looking for dental care? You can search for your 2020 MetLife dentist now. Visit [metlife.com](http://metlife.com) (network: PDP Plus).

# 2020 Vision Plan: VSP

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.

## 2020 Vision Plan

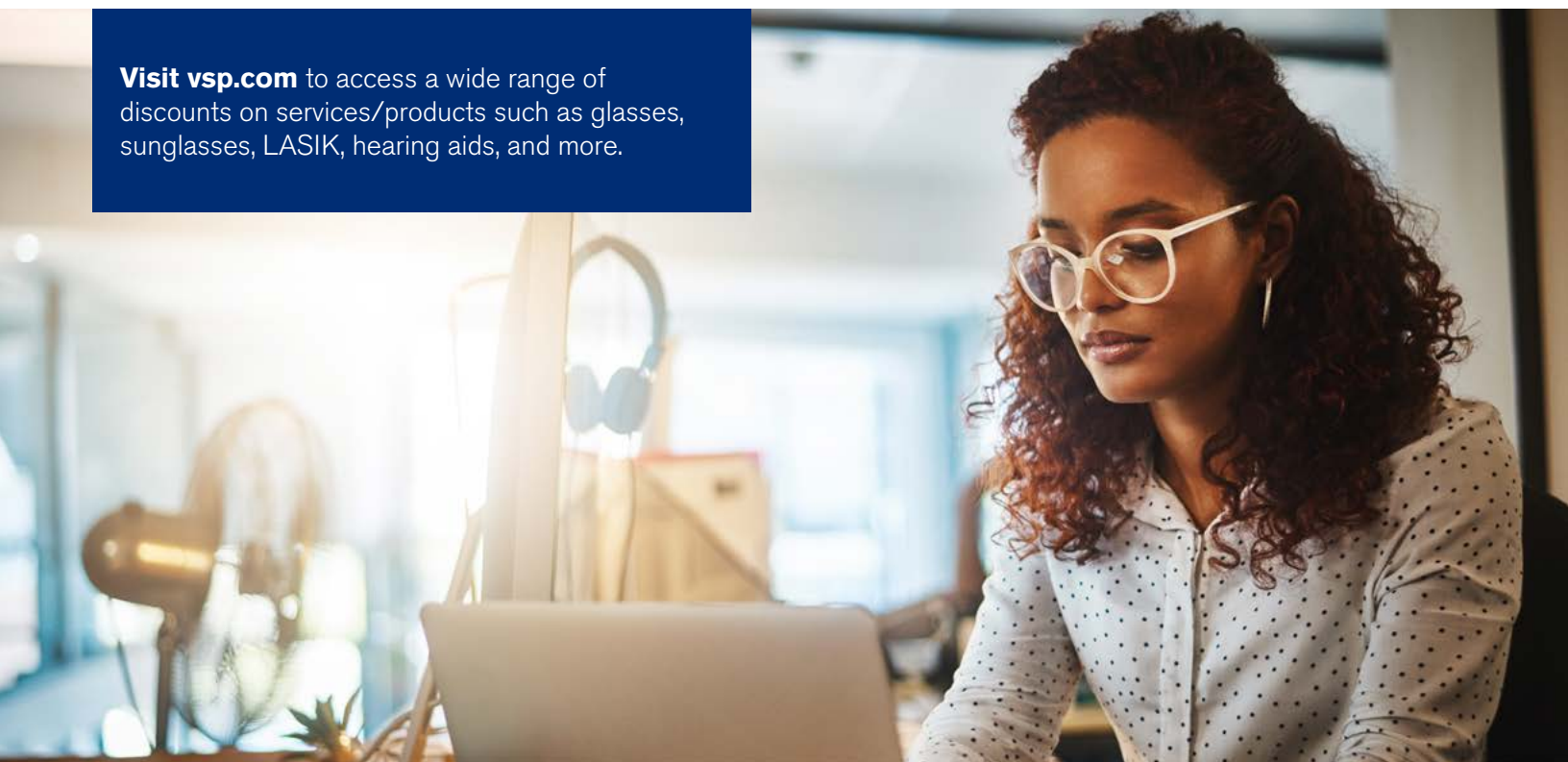
### Key features

- 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 available, including Diabetic Eyecare Plus program, Computer Vision Care and Safety Glasses

### Coverage details

	ENHANCED PLAN
<b>In-network</b>	
<b>Exam</b>	Once every 12 months \$10 copay
<b>Prescription glasses</b>	\$10 copay Visit <a href="https://mercermarketplace.com/AvalonBay">mercermarketplace.com/AvalonBay</a> for additional coverage details
<b>Frames</b>	Once every 12 months \$175 allowance for a selection of frames \$195 allowance for featured frame brands 20% savings on the amount over your allowance
<b>Contact lenses (instead of glasses)</b>	Once every 12 months Up to \$60 copay for exam \$175 allowance for contacts (copay does not apply)
<b>Out-of-network:</b> Visit <a href="https://mercermarketplace.com/AvalonBay">mercermarketplace.com/AvalonBay</a> for coverage details	

Visit [vsp.com](https://vsp.com) to access a wide range of discounts on services/products such as glasses, sunglasses, LASIK, hearing aids, and more.



# Life and Accidental Death and Dismemberment (AD&D) Insurance

## Company-Paid Benefits

- **Basic Life and AD&D** – AvalonBay provides basic life and AD&D insurance to assist you and your family in the event of a death or dismemberment. These benefits are fully paid by the company. Note: Company-paid coverage is automatic; you do not need to enroll.

Benefits are equal to:

- Basic life insurance: 1.5x your salary, up to \$400,000.
- Basic AD&D insurance: 1.5x your salary, up to \$400,000.
- **Short-Term Disability (STD)** – This benefit is automatic and company-paid; there is no need to enroll. Coverage begins after 1 week of disability. The benefit pays 60% of your salary, up to a maximum of \$3,500 per week. Benefits end after 26 weeks.
- **Long-Term Disability (LTD)** – This benefit is automatic and company-paid; there no need to enroll. Coverage begins after you have been disabled for 180 days. The benefit pays 60% of your salary, up to a maximum of \$9,000 per month.
- **Business Travel Accident** – When traveling on behalf of the company, you are protected under a company-paid business travel accident insurance policy should an accident occur. This policy provides coverage for certain injuries or death resulting from an accident during business travel.

*If your employer is required under state law to offer you STD benefits, your disability benefits will be coordinated between your employer and the state. This applies to employees in California, New York, New Jersey, Rhode Island, Hawaii and Puerto Rico.*



## Voluntary Life and AD&D

- **Supplemental Life and AD&D** – You can purchase additional life and AD&D insurance for yourself, as well as coverage for your spouse/domestic partner and your child(ren). You pay the full cost of any supplemental life insurance and/or supplemental AD&D insurance coverage. You must purchase coverage for yourself in order to purchase it for your dependents. If you want supplemental coverage, you must enroll at [mercermarketplace.com/AvalonBay](https://mercermarketplace.com/AvalonBay).

You may elect the following coverage:

- **Supplemental life** – Elect in \$25,000 increments, up to \$1,000,000 or 5x your pay.
- **Supplemental AD&D** – Elect in \$25,000 increments, up to \$1,000,000 or 10 times your pay. If you elect family coverage, dependent benefits are a portion of employee benefits. For coverage details, visit [mercermarketplace.com/AvalonBay](https://mercermarketplace.com/AvalonBay).
- **Spouse/Domestic Partner Life and AD&D:** You may purchase life and/or AD&D insurance for your spouse or domestic partner up to the following amounts:
  - **Spouse/domestic partner life** – Elect in \$25,000 increments, up to \$500,000, not to exceed 100% of associate coverage.
  - **Spouse/domestic partner AD&D** – You may purchase AD&D insurance for your spouse or domestic partner. For coverage details, visit [mercermarketplace.com/AvalonBay](https://mercermarketplace.com/AvalonBay).
- **Child Life Insurance** – You may elect Child Life Insurance in increments of \$5,000 up to \$20,000, for children ages 14 days through age 26.
- **Evidence of Insurability** – Life insurance over the guaranteed issue amount may require evidence of insurability (EOI). After electing coverage, you will receive more information if EOI is required.

## 401(k) Retirement Savings Plan: Fidelity

New hires are automatically enrolled in the traditional 401(k) plan at a contribution level of 5%, after 30 days of service.

### Contributions

You may contribute up to the estimated 2019 IRS limits:

- \$19,500 if you are under age 50
- \$26,000 if you're age 50 or older in 2020

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

AvalonBay matches 50% of your contributions to the plan, on the first 6% you contribute to the plan

## Employee Stock Purchase Program: Computershare

Opportunity to purchase up to \$25,000 of AvalonBay stock a year at 15% discount off market price. There are 2 purchase periods each year: January 1 through June 10 and July 1 through December 10. Associates can enroll during an election period prior to the start of each purchase period and they are automatically enrolled in subsequent purchases unless they choose to withdraw from the program.



## Paid Leave Benefits

### Vacation

Accrues on a per pay period basis beginning on the first of the month following 30 days of employment.

Years of Service at AVB	ANNUAL ACCRUAL IN DAYS	
	Associates	Directors
Less than 4	10	15
4 but less than 9	15	15
9 but less than 20	20	20
20 or more	25	25

### Holiday

10 company holidays each year. Floating holiday(s) are included as a part of the holiday schedule.

### Flex Time

Non California associates only: Up to 4 days per year for certain circumstances.

### Sick Leave

Non-California full-time associates accrue 6 days per year, and CA full-time associates accrue 10 days of sick leave per year. Part-time and temporary associates: Please see the paid sick leave local practices supplements located on the HR Office Suite.

### Intermission Leave

Associates with 15 years of service receive up to 6 weeks of paid leave.

### Bereavement Leave

Up to 3 days for the loss of an immediate family member.

### Jury Duty Leave

Up to 10 days paid leave.

### Paid Parental Leave

Associates who have been employed by AvalonBay for over 1 year who are the primary caregiver for their child will receive up to 12 weeks of pay at 60% of earnings following the birth, adoption, or placement of their child.



# Wellness Programs

## Maven

Maven is a digital platform for associates and their partners who are seeking care related to pregnancy, adoption and family planning. Maven offers new parents every type of care in one convenient place, with on-demand support at every stage of their journey.

Associates who sign up with Maven can enjoy on-demand access to a network of over 1,000 women's and family health providers. You can see Maven Practitioners either by video, by text or over the phone.

To get started, visit [mavenclinic.com/join/AvalonBay](https://mavenclinic.com/join/AvalonBay) or download the Maven Clinic app.

For help, contact [support@mavenclinic.com](mailto:support@mavenclinic.com).

## Wellthy

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.

Get started at [wellthy.com/avalonbay](https://wellthy.com/avalonbay).

## ReThink

Rethink Benefits is an e-learning platform combined with 24/7 online and telephone consulting services. The ReThink program is designed to empower parents of developmentally disabled children to help their child reach their full potential.

For parents of children with developmental disabilities, such as autism, ADD, ADHD, and Down Syndrome, Rethink offers web-based tools and clinically-based solutions to address caretakers' needs.

To enroll, visit [avalonbay.rethinkbenefits.com](https://avalonbay.rethinkbenefits.com) (enrollment code: AVALONBAY).

## Vida Health Wellness Program

Your health, and the health of your family members, is important to us. 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. Visit [vida.com/avalonbay](https://vida.com/avalonbay) to learn more.

## Livongo for Diabetes and Hypertension

The Livongo for Diabetes Program is a health benefit available at no cost to you that provides personal support to help you manage life with diabetes. You and your covered family members are eligible to participate as long as you and your dependents are covered by an AvalonBay medical plan and are diagnosed by a physician with type 1 or type 2 diabetes.

The Livongo for Hypertension Program is designed to help make living with hypertension easier by providing associates with a connected monitor, a mobile app that gives personalized feedback, and one-on-one coaching.

For more information on the Livongo, visit [livongo.com](https://livongo.com) (company code: AVN).

## Health Advocate Concierge

Health Advocate is a free medical advocacy service that can help you navigate healthcare and insurance-related concerns. For information, visit [healthadvocate.com/avalonbay](https://healthadvocate.com/avalonbay).

## 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. To contact the EAP, visit [healthadvocate.com/members](https://healthadvocate.com/members).

## Additional Benefits

### Housing Discount

Discounted rent when you live in an AvalonBay community.

### Associate Referral Bonus

The company pays a bonus when you refer a new associate for employment, and he or she successfully completes the 90-day introductory period.

### Smoke-Free Workplace

To safeguard your health and welfare, AvalonBay maintains a smoke-free workplace.

### Corporate Recognition Programs

The company offers a variety of awards recognizing individual and team performance that demonstrates AvalonBay's commitment to its core values.

### Adoption Assistance Program

AvalonBay reimburses qualified adoption expenses up to \$5,000 per adoption with a maximum of 2 adoptions per family.

## Career Development

### AvalonBay University

Company-paid technical, management, and leadership training and education programs designed to help you reach your full potential and build a career at AvalonBay.

### Tuition Assistance

After 6 months of employment, up to \$5,250 a year for approved undergraduate undergraduate or graduate study, when you complete the coursework with a grade of B or higher.

### Scholarships

AvalonBay provides eligible associates and their dependents with 2 scholarships, Blair Family Scholarship and Richard and Michaux Scholarship, to assist with education expenses.

