



# How you *feel matters*

Your guide to 2020 benefits



# Benefits that work for you & your *family*

**RAI cares about you, your family, and helping you live your best lives.**

Wherever you might be in life, and whatever you want to achieve, we're here to help you feel supported, connected, healthy, and able to thrive in all you do.

We do this because we believe you're at your best when you're at your healthiest, and our goal is to provide you with benefits that support you in your health and well-being journey.

We recognize that healthy goes well beyond just how you feel physically – that's why this book contains information about your RAI well-being benefits. There is information on insurance plans as well as savings plans; voluntary insurances and benefits that support physical well-being.

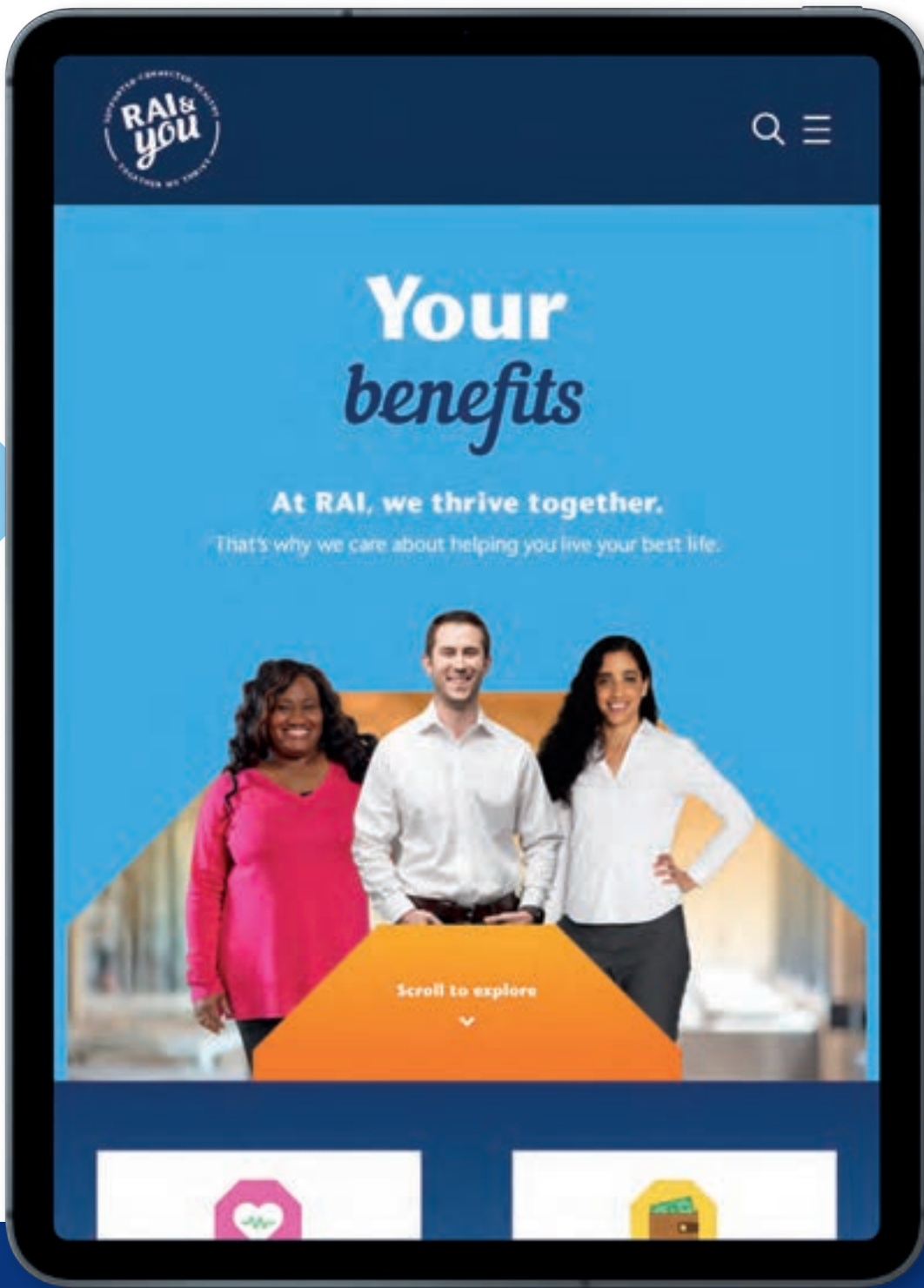
Our hope is that you'll share this guide with your family and use it now and in the future – and that you'll thrive all year round.



## Getting *prepared*

**We know there can be a lot to think about when choosing your benefits.**

The good news? It doesn't have to be complicated. This guide and our online tools and resources are available to support you, so you can make the best benefit choices for you and your family.



## Everything you need, all in one place

Be sure to visit [ThriveatRAI.com](https://ThriveatRAI.com) anytime, anywhere to explore the tools and resources available and learn more about your benefits.

# Making your elections

When it comes to benefits, one size doesn't fit all. That's why RAI offers a wide range of benefits – so you can choose what's best for you. To help you through the enrollment process, we've summarized how and when you can make your benefit choices.

## Enroll through RAIBenefits.com

At RAIBenefits.com, you can evaluate your benefit options and make an informed decision using tools that are part of the enrollment process. If you have questions while enrolling, you can call Alight at **866-342-6986**.

Benefit	When to enroll		Previous elections carryover	Find out more
	Open Enrollment & New Employees*	Anytime		
<b>Pre-tax payroll deductions</b>				
Medical*	✓	✗	Yes	Pages 5-10
Dental	✓	✗	Yes	Page 14
Vision	✓	✗	Yes	Page 15
Health Savings Account (HSA)**		✓	Yes	Pages 11-12
Health Care Flexible Spending Account (FSA)	✓	✗	No	Page 13
Dependent Day Care FSA	✓	✗	No	Page 13
<b>Post-tax payroll deductions</b>				
Short-Term Disability (STD) Buy-Up***	✓	✗	Yes	Page 21
Long-Term Disability (STD) Buy-Up***	✓	✗	Yes	Page 21
MedSave		✓	Yes	Page 13
Accident Insurance	✓	✗	Yes	Page 19
Critical Illness Insurance	✓	✗	Yes	Page 20

\* Includes prescription drug coverage. \*\* You must be eligible to contribute.

\*\*\* Enrollment is subject to Evidence of Insurability if you do not enroll when first eligible.

\*Within 61 days of your hire date.



**Once you have made your elections, make sure you save them and print your confirmation statement for future reference!**

## Enroll through vendor sites

Benefit	When to enroll		Where to enroll	Previous elections carryover	Find out more
	New Employees <sup>+</sup>	Anytime			
Voluntary Group Universal <sup>***</sup>	✓	✓	RAIvoluntarybenefits.com	Yes	Page 21
Voluntary Dependent Life Insurance <sup>***</sup>	✓	✓	RAIvoluntarybenefits.com	Yes	Page 21
Voluntary Accidental Death and Dismemberment (AD&D) Insurance	✓	✓	RAIvoluntarybenefits.com	Yes	Page 21
Auto, Renters' and Home Insurance	✓	✓	Call MetLife at 800-438-6388	Yes	Page 20
401(k) Savings Plan	✓	✓	401k.com or call 877-902-0256	Yes	Page 22

Note: Voluntary insurances and auto renters' and home insurance are post-tax deductions. See page 22 to learn about your 401(k) contribution options. <sup>\*\*\*</sup> Enrollment is subject to Evidence of Insurability if you do not enroll when first eligible.  
<sup>+</sup>Within 61 days of your hire date.

## Designate your beneficiary



It is important to designate beneficiaries for each of the benefits below as separate elections are required.

Benefit	Where to go to designate your beneficiary
401(K) Savings Plan	401k.com
Health Savings Account	myHealthEquity.com
Basic Life Insurance and Accidental Death and Dismemberment Insurance	Mybenefits.metlife.com or call 866-492-6983
Voluntary Life, Dependent Life, Accidental Death & Dismemberment	RAIvoluntarybenefits.com

**The above sites can also be accessed using single sign-on through the employee portal.**

### Additional benefits provided at no cost to you:

- Health Advocate
- Employee Assistance Program
- Virgin Pulse
- Ayco Financial Coaching
- Basic Life Insurance
- Accidental Death & Dismemberment Insurance
- Short Term Disability Insurance
- Long Term Disability Insurance

See pages 16-22 for more information.

### When life events happen

We know that life changes can happen throughout the year. If you experience a qualifying life event (such as marriage, divorce, or the birth of a child), you can update your benefit elections within 61 days after the event. To make a change in your benefits because of a qualifying life event, call Allight at 866-342-6986.

# Medical plans



**RAI offers two medical plan options so you can choose the one that best meets your needs. The Advantage and the Standard Plan options cover identical medical services. With both plans, you receive prescription drug coverage through Express Scripts' national network of pharmacies.**

## Choosing the right plan for you

Before enrolling think about which plan is right for you. Taking the time to look at your most recent medical and prescription drug expenses, as well as considering your longer-term health care needs, is also a good place to start.

**Visit Health Equity at [comparemyhsa.com/ReynoldsAmerican](https://comparemyhsa.com/ReynoldsAmerican) and click on the Start My Comparison tool to evaluate your 2020 medical plan needs.**

“ I believe offering the Advantage Plan was a great idea as it allows me to save for future medical expenses. Although I was previously well informed about the 401(k), saving for medical expenses wasn't something I thought about. The Advantage Plan allows me this opportunity to save, so in the future my 401k can be used for living expenses and not medical bills. The Advantage Plan with the Health Savings Account is another level of financial security. Also, I appreciate the company investing in my future with the \$600 start-up contribution that was provided. ”

Kelvin M. – employee

## Looking forward

Take the time to visit [Express-scripts.com/reynoldsam](https://Express-scripts.com/reynoldsam) to compare the costs of your medications under the Advantage and Standard Plans. Preventive care prescriptions are not subject to the deductible under either plan. Once the Advantage Plan deductible is met, the cost under the two medical plans is the same.

### Want a second opinion?

Don't forget Ayco Financial Coaching is always on hand to help you choose and get the most out of your coverage. Learn more at [ThriveatRAI.com](https://ThriveatRAI.com).



Accident, Critical Illness and Buy-up Disability Insurance plans can provide extra cash when you are injured or sick to help pay medical bills and living expenses. Find out more on page 19-21.

## Health insurance made simple

We know health insurance terms can be a little confusing. So, to get you started, here's what we mean when we say...

**Allowed amount** – the maximum amount Blue Cross Blue Shield (BCBS) will pay for a covered health care service. If you use a provider who is not in the BCBS network, you may have to pay the difference.

**Coinsurance** – your share of the cost of a covered medical, prescription drug or dental service after you've met your deductible for the calendar year. If you reach your out-of-pocket maximum, the medical and prescription plans pay 100% of the allowed amount of all covered services for the remainder of the calendar year.

**Co-pay** – a fixed amount you pay for a covered health care service.

**Deductible** – the set dollar amount you pay towards certain covered medical or dental services each year before the medical, prescription drugs or dental plan starts paying. If a service is covered at 100% by your plan, you won't pay a deductible.

**Explanation of Benefit (EOB)** – you will receive an EOB from BCBS after a claim has been submitted to BCBS following medical or dental treatment. This shows the price of the service, what the plan pays and how much you owe. You'll also see how much of your deductible has been met, as well as any coinsurance or other amounts you may owe.

The EOB will show the discount received by choosing an In-Network Provider. If your treatment involved multiple providers, you may receive more than one EOB.

**In-Network Provider** – a health care practitioner or service that contracts with BCBS. You may pay more if you use an Out-of-Network provider.

**Out-of-pocket maximum** – the most you'll spend on eligible medical and prescription drug expenses in a single year. Your plan will cover all eligible expenses after this limit is reached in a calendar year.

## A helping hand

### Blue Cross Blue Shield

Want to learn more about the plans available, or review your health care costs from the last few years?



**visit: [BlueCrossNC.com](https://www.BlueCrossNC.com)**



**call: 888-868-5527.**

### Health Advocate

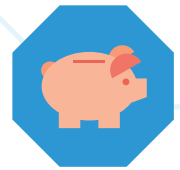
Have any questions or need help understanding health insurance? Download the mobile app,



**visit: [HealthAdvocate.com/RAI](https://www.HealthAdvocate.com/RAI)**



**call: 855-424-6400.**



## Compare the medical plans

### Making the right choice

20% of Reynolds American employees who are enrolled in the Standard Plan paid less than \$600 in medical expenses last year. This means they spent more on their premiums than they spent on their expenses and would have saved money if they'd chosen the Advantage Plan instead. It's important to you and your wallet to spend a few minutes reviewing your coverage needs.

	Advantage Plan	Standard Plan
100% preventive care	✓	✓
Deductibles and Coinsurance (included in the out-of-pocket maximum)	✓	✓
Coinsurance	Same	Same
Deductible	<b>In-Network</b> \$1,400 if individual coverage; \$2,800 if family coverage	<b>In-Network</b> \$600 per individual; \$1,800 per family
Out-of-Pocket Maximum (applies to medical and prescription drug spend)	<b>In-Network</b> \$5,600 per individual; \$11,200 per family	<b>In-Network</b> \$4,200 per individual; \$12,600 per family
Tax-favored Health Savings Account	✓	Not eligible
Health Savings Account Start-up Contribution	\$600 (if eligible)	Not eligible
Health Care FSA	✗	✓
Prescription Drugs	You pay the full cost for prescriptions until the deductible is met (excl. preventive). Once met, you pay the same coinsurance as on the Standard Plan.	You pay coinsurance
On-site Health Centers	You pay the cost for your appointments (\$3–\$30) until your deductible is met. Once met, there's no cost to you.	No cost to you
Teladoc	You pay the cost for your appointments, \$45, until your deductible is met. Once met, your cost is \$4.50 per visit.	\$4.50 per visit

Don't forget our tools and resources are always on hand to help you choose benefits that best meet your needs. Find out more anytime at [ThriveatRAI.com](https://www.thriveatrai.com).



## Monthly premiums

It's no secret that health care costs continue to rise. Your health and well-being is important to us, so we've worked hard to ensure our rates remain affordable year after year.

Employee only	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family
\$45	\$190	\$190	\$336
\$75	\$250	\$250	\$426

\*Advantage Plan \*Standard Plan

## What the plans pay

Program features	Advantage Plan (In-Network)	Standard Plan (In-Network)
<b>Preventive Care</b>	Plan pays 100% with no deductible	Plan pays 100% with no deductible
<b>Primary Care Physician (PCP**) Office Visit or Walk-in Clinics</b>	Plan pays 90% after deductible	Plan pays 90% after deductible
<b>Specialist Office Visit</b>	Plan pays 80% after deductible	Plan pays 80% after deductible
<b>Most Covered Medical Services</b> Hospital, Emergency room, Ambulance, Outpatient services	Plan pays 80% after deductible	Plan pays 80% after deductible



### Availability of summary health information

Medical benefits provide important protection for you and your family. Choosing a medical plan is an important decision.

To help you make an informed choice, RAI makes available a Summary of Benefits and Coverage (SBC) for each plan. These documents summarize important information about the Advantage and Standard plans in the same format to help you compare your options. You can print copies of the 2020 SBCs from Alight at [RAIBenefits.com](http://RAIBenefits.com) by selecting the "Health Plan Documents" tile. A paper copy is also available, free of charge, by calling Alight at 866-342-6986.

## Prescription drug coverage

**When you elect a medical plan, you are automatically enrolled in prescription drug coverage with Express Scripts (ESI).**

Under the Advantage Plan, you'll typically pay a deductible for prescription drugs, unless the medication is included on the Express Scripts preventive medication list.

If you're taking a prescription to treat a chronic health condition or to assist with an illness or injury, you can purchase medications at a pharmacy or via Express Scripts mail order.

	Advantage Plan (In-Network)		Standard Plan (In-Network)	
Plan pays...				
Preferred ESI Participating Retail Pharmacy*	Generic and Preferred Brand <b>80% after deductible</b>	Non-Preferred Brand <b>65% after Deductible</b>	Generic and Preferred Brand <b>80%</b>	Non-Preferred Brand <b>65%</b>
Non-Preferred ESI Participating Retail Pharmacy*	Generic and Preferred Brand <b>75% after deductible</b>	Non-Preferred Brand <b>60% after Deductible</b>	Generic and Preferred Brand <b>75%</b>	Non-Preferred Brand <b>60%</b>
Specialty drugs purchased through Accredo Specialty Pharmacy	Generic and Preferred Brand <b>80% after deductible</b>	Non-Preferred Brand <b>65% after Deductible</b>	Generic and Preferred Brand <b>80%</b>	Non-Preferred Brand <b>65%</b>
ESI mail service*	Generic and Preferred Brand <b>85% after deductible</b>	Non-Preferred Brand <b>65% after Deductible</b>	Generic and Preferred Brand <b>85%</b>	Non-Preferred Brand <b>65%</b>

\* Up to a 90-day supply.

**Visit [express-scripts.com/reynoldsam](https://www.express-scripts.com/reynoldsam) to see the cost of your medications under the Advantage and Standard Plan or access the ESI preventive medication list at [ThriveatRAI.com](https://www.thriveatrai.com).**



## Generic medication substitution

**Using a generic medication whenever possible saves you money, so your dollars go further.**

If a prescription is written for a brand-name medication and there is an FDA-approved generic medication equivalent available, the generic will be substituted for the brand-name. If you choose the brand-name medication instead, you will pay the brand-name coinsurance percentage plus the difference in cost between the brand-name and the generic medication. The amount paid for the difference in cost will not count toward your deductible or out-of-pocket maximum.

Substitution will not occur if the generic is more expensive, or if your physician requires your prescription to be dispensed as written.

## Preventive care

**Preventive care is an important part of maintaining your physical and emotional well-being.**

Tests, check-ups and counseling can help to prevent illnesses, disease and other health problems. Both medical plan options pay 100% of preventive care services, with no out-of-pocket costs to you.

### **Examples of covered preventive services include:**

- Blood pressure and cholesterol screenings
- Cancer screenings
- Mammograms and Pap smears
- Contraception
- Well-baby/well-child care
- Immunizations
- Mental health screenings

**Preventive care is always 100% free.**

# Health Savings Account (HSA)



**A Health Savings Account is a tax-advantaged account which allows you to pay for your eligible out-of-pocket health care costs using pre-tax dollars – meaning you save money.**

You're offered a Health Savings Account through Health Equity if you select the Advantage Plan. You can use your account to pay for health expenses in the current plan year or roll it over for use in the future.

<b>\$600 Start-up Contribution</b>	<b>2020 Health Savings Account contribution maximums</b>	<b>Benefit from a triple-tax advantage*</b>
The Start-up Contribution will be prorated based upon your month of enrollment	Up to <b>\$3,550</b> for individual coverage <b>\$7,100</b> for family coverage 55 or older, contribute an extra <b>\$1,000</b>	You contribute pre-tax dollars Your savings grow tax free You don't pay tax when you withdraw your savings

\* There are some exceptions for state taxation, so it's important to check how your state treats the HSA.

## Highlights

- Your Health Savings Account belongs to you, the money in your account rolls over year after year. It stays with you, even if you leave RAI.
- Once your account reaches \$1,000, you can start investing your Health Savings Account funds.
- You can use your Health Savings Account debit card to pay for eligible expenses.
- You'll save \$12 a year if you sign up for electronic statements from Health Equity.

### Making the right choice

Last year 40% of the RAI households who selected the Standard Plan would have saved on their total medical spend if they'd enrolled in the Advantage Plan and benefited from lower monthly premiums and a Health Savings Account Start-up Contribution.

Take the time to explore the tools and resources at [ThriveatRAI.com](http://ThriveatRAI.com) before choosing your benefits.



## Eligibility requirements

The Health Savings Account is a tax-advantaged account, so there are IRS rules about who can participate. You are not eligible to contribute to a Health Savings Account if:

- You're also covered by another health insurance plan that isn't an HSA-eligible health plan; such as a spouse or parent's medical plan or health care flexible spending account;
- You're enrolled in Medicare (Part A or B) or claimed as a dependent on another person's tax return;
- You're on active military duty or a veteran who received veteran's benefits within the last three months; or
- You're a U.S. resident who resides in Puerto Rico or American Samoa.

Enrolling in the Advantage Plan at RAI is your affirmation that you are eligible to contribute to a Health Savings Account. If you're unsure if you qualify, talk to a tax advisor or consult IRS Publication 969 for more details.

“ Saving in my Health Savings Account is a priority. Ultimately, my goal is to have my total out-of-pocket max saved in my HSA. If I use the pre-tax funds that's great! If not, then I have them saved and can use them tax-free later. ”

Jorden C. – employee

## Making contributions

Once your Health Savings Account is set up, a Start-up Contribution will be made to give your account a boost. You can contribute funds through pre-tax payroll deductions or by making tax-deductible contributions directly to Health Equity.



**A Health Savings Account can help you budget now for future expenses.** Thinking about having a child in a couple of years? Are braces in your child's future? If you opt to change medical plans in the future, you can still pay for health care expenses with any money you have saved in your Health Savings Account.

Adjustments to your Health Savings Account contributions can be made anytime by contacting Alight at **RAIBenefits.com**.

### Learn more

Want to find out more about Health Savings Accounts?



**visit: [comparemyhsa.com/ReynoldsAmerican](https://comparemyhsa.com/ReynoldsAmerican)**



**call: 877-713-7682.**



# Flexible Spending Account (FSA)

**A Flexible Spending Account (FSA) is a tax-advantaged account you can use to put aside money for a wide range of eligible expenses for you and your family. You choose how much you'd like to contribute to your FSA for the year, and each pay period a portion of your election amount is deducted on a pre-tax basis.**

## There are two plans available:

	Health Care FSA		Dependent Care FSA	
	Use to pay for out-of-pocket health care expenses such as medical, dental, pharmacy and vision expenses.		Use to pay for dependent care expenses.*	
Eligibility to enroll	Regular full-time employees who are not eligible to contribute to a Health Savings Account.		All regular full-time employees.	
Contribution requirements	<b>Maximum</b> \$2,700	<b>Minimum</b> \$200	<b>Maximum</b> \$5,000** (\$2,500 if married and filing separate returns)	<b>Minimum</b> \$300
Funds carryover for future use	No		No	
Annual election required	Yes		Yes	
Pre-tax payroll deduction	Yes		Yes	

\* The Dependent Day Care FSA can be used to pay for dependent care expenses for children under 13 who live with you, or for a physically or mentally disabled spouse or parent who lives with you and is unable to care for him or herself.

\*\* Federal tax law may result in a maximum contribution lower than \$5,000.



**Reminder:** Flexible Spending Accounts are “use it or lose it”; meaning you must use all the funds you elect in the calendar year or you will forfeit them. You must re-elect these benefits each year. Find out more at [ThriveatRAI.com](http://ThriveatRAI.com)

## A quick word about MedSave

MedSave gives you the chance to save money now for health expenses you incur after leaving the company. Once you become age 40 you can participate. For each after-tax dollar you contribute, RAI adds a credit of 50 cents to your account. When you leave the company, you can use your contributions to pay for your out-of-pocket health expenses. If you meet the MedSave plan company service and age requirements, you can also use the company match.

# Dental plan



**Your dental plan encourages good dental health by helping you pay for most diagnostic and preventive dental care before serious treatment is necessary. The Dental Plan is not a network-based plan – you pay the same deductible and coinsurance regardless of the provider you choose for your care.**

## Here's how it works

Annual deductible (waived for diagnostic and preventive services)	\$50 per individual \$150 per family
Annual maximum benefit (applies to all services except Orthodontia and TMJ)	\$2,000 per individual
Diagnostic and preventive services	No cost to you
Basic restorative services	Plan pays 80% after deductible is met
Major restorative services	Plan pays 50% after deductible is met
Emergency treatment (when necessary to ease pain or discomfort, but not treatment to cure the pain or discomfort, such as extractions or permanent fillings)	No cost to you
Orthodontia services (coverage is limited to dependent children)	Plan pays 50% after deductible is met (\$2,500 lifetime maximum per child)
Non-surgical treatment of Temporomandibular Joint (TMJ) Disorders	Plan pays 80% after deductible is met (\$1,000 lifetime maximum per individual)

## Monthly premiums

Employee only	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family
\$6	\$22	\$22	\$38

### A helping hand

For more information on the dental plan and services covered, visit or call:



**visit: [BlueCrossNC.com](https://www.bluecrossnc.com)**



**call: 888-868-5527.**

# Vision plan



**Your eye health is an important part of your health and well-being. To help you take care of your eyes, we provide a comprehensive vision insurance plan.**

## Coverage includes:

- ✓ An annual frame and contact lens benefit.
- ✓ 100% coverage for children’s polycarbonate lenses.
- ✓ 100% coverage for standard progressive lense and factory scratch coatings.
- ✓ No contact lens fitting fee.

Eye exam (once per calendar year)	\$15 co-pay
Eyeglass frames and/or lenses	\$15 co-pay
Standard contact lens fitting	\$0
Contact lenses in lieu of frames	Up to \$140 allowance after the co-pay
Frames – standard (every other calendar year)	Up to \$140 allowance after the co-pay

## Monthly premiums

Employee only	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family
\$7.58	\$16.32	\$12.28	\$22.37

### A helping hand

Got questions about your coverage?



**visit: [Superiorvision.com](http://Superiorvision.com)**



**call: 800-507-3800.**



# Well-being



**At RAI, we understand that well-being extends beyond insurance plans. That's why we provide several resources to help you set and achieve your goals – wherever you might be in life.**

## Health Advocate

We know that understanding your insurance, researching medical choices, and staying on top of your benefits can be a challenge. To help with these things, we provide an advocacy service – at no cost to you.

Health Advocate is available to help you and your family 24/7, and you don't have to be enrolled in an RAI medical plan to use it.

## A personal Health Advocate representative can help you with:

- Confirming if a doctor is in the BCBS network.
- Understanding the Explanation of Benefits you receive after seeing a health provider.
- Searching for the most cost effective facility to have a medical procedure.
- Questions about your coverage.

## Employee Assistance Program (EAP)

Through Health Advocate, you and your family can also access the Employee Assistance Program which provides free, confidential counseling sessions (visits and/or calls) to help you deal with life's challenges.

**Eight free counseling sessions (per issue) each calendar year.**

## Get support with:

- Stress
- Parenting / family issues
- Alcohol, drugs and other substance misuse or abuse
- Anxiety or depression
- Anger management
- Marital or relationship problems
- Grief or bereavement

### 24/7 Support

Download the mobile app,



**visit: [HealthAdvocate.com/RAI](https://HealthAdvocate.com/RAI)**



**call: 855-424-6400.**

## Teladoc

Teladoc provides 24/7 access to licensed physicians via your computer, tablet or phone, helping you save money and valuable time by avoiding crowded waiting rooms in the doctor's office, urgent care clinic or emergency room.

Doctors can provide a diagnosis, treatment plan and prescriptions for common medical issues such as colds, bronchitis, allergies, and more.

### Using Teladoc

24/7 access to licensed physicians. Download the mobile app.



**visit: [Teladoc.com](https://www.teladoc.com)**



**call: 800-Teladoc (835-2362).**

## Health Centers

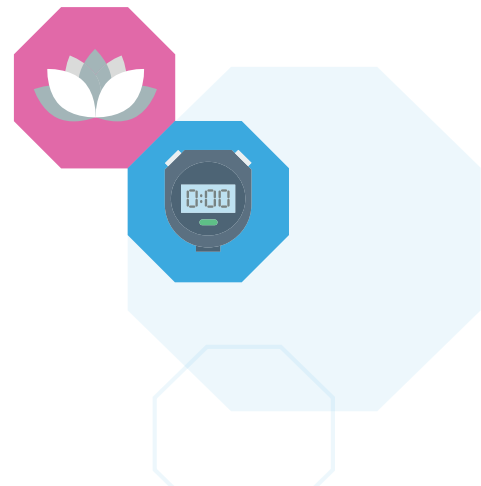
Our on-site health centers help keep you well through preventive care, chronic condition management, and treatment when you're sick.

Available whether or not you are enrolled in one of RAI's health plans, the health centers are located at nearly every company location.

### Services include:

- Personalized medical consultations and examinations
- Vaccines & allergy shots
- Screenings
- Health education and monitoring
- Laboratory studies
- Prescriptions
- Limited on-site medications

**Health center hours vary by location. Visit the employee portal for details.**



## Virgin Pulse

With the Virgin Pulse platform, you can set, track and achieve success on your journey to a healthier you – no matter how big or small the goal. The platform provides daily motivations, wellness tips and the ability to participate in challenges with co-workers.

We offer employees a Virgin Pulse Max or Max Buzz fitness tracker at no charge when they register on the platform. The platform also syncs with many other popular fitness devices and wellness platforms such as Apple Watch, Fitbit, Garmin and MyFitnessPal.

### Healthy rewards

Earn up to \$200 in PulseCash each year when you track your physical, mental, financial and social activities, including steps, exercise, sleep habits, diet, and much more.

**Our well-being benefits can help you reach your health & fitness goals.**

## Fitness Centers

Fully-equipped, on-site fitness centers are available to all employees across most of our locations. You can exercise individually, participate in classes and challenges with your colleagues, and access professional fitness coaching. Visit the employee portal to find out more.

## Blue365

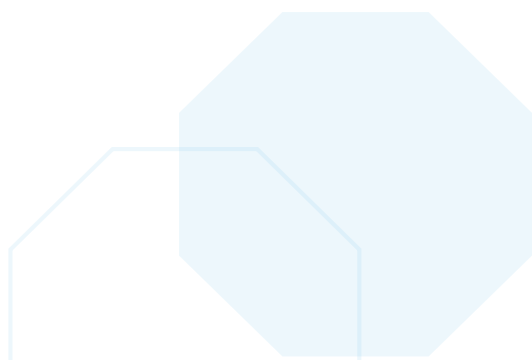
Blue365 is a discount program offering from BlueCross BlueShield that includes hearing and vision products, fitness gear, healthy eating options and:

### GlobalFit

Through GlobalFit, you and your family can take advantage of gym membership discounts. GlobalFit's gym network offers discounted access to premier fitness, weight loss, and wellness brands, as well as a range of educational tools and resources to help you stay motivated.

### Fitness Your Way

Also provided through Blue365, Fitness Your Way provides access to a network of 10,000+ gyms nationwide and discounts with 20,000 Health and Well-being specialists.



# Additional insurances



To ensure you and your family are protected against life's surprises, you may be eligible for a range of basic and voluntary insurance options.

## MetLife Accident Insurance – Voluntary benefit\*

If you or a covered family member need medical treatment following an incident, Accident Insurance can provide a lump sum benefit to help cover unexpected out-of-pocket costs – such as deductibles, coinsurance, co-pays, even unexpected child care expenses when those unplanned medical expenses show up.

You don't need to be enrolled in an RAI medical plan or complete a health questionnaire to elect coverage and your plan is portable, so this coverage moves with you – even if you leave the company.

### Examples of covered injuries:

- Broken bones
- Burns
- Cuts
- Eye injuries
- Stitches
- Ambulance injuries



### \$50 health screening benefit

Every year you and your covered family members can each receive a \$50 Health Screening Benefit just for completing a preventive screening such as a mammogram or annual physical and submitting the information to MetLife.

## Monthly premiums

Premiums are the same for all employees, regardless of age. These are deducted from your payroll after tax, which makes any payments you receive tax free.

Employee only	Employee + Spouse/ Domestic Partner	Employee + Child(ren)	Employee + Family
\$14.05	\$28.10	\$32.04	\$39.62

### A closer look

The lump sum benefit amount varies by injury. Visit [ThriveatRAI.com](http://ThriveatRAI.com) to see the detailed description of the financial support you or a loved one could receive in the event of a covered accident.

\*Non-ERISA coverage. Employee pays all premiums.

## MetLife Critical Illness Insurance – Voluntary benefit\*

Critical Illness Insurance can provide peace of mind when your family needs it most. Insured through MetLife, the plan provides a lump sum payment if you, or a covered family member, experiences a critical illness.

You can choose a coverage amount of \$10,000, \$20,000 or \$30,000. Your covered spouse will receive the same level of coverage, while dependent child(ren) will be covered for 50% of your chosen benefit amount. Coverage is offered on a Guaranteed Issue basis, so you won't need to complete a health questionnaire.

### Examples of covered illnesses include:

- Advanced Alzheimer's disease
- Most types of cancer
- Coronary artery by-pass surgery
- Major organ transplant

## Monthly premiums

Premiums are based on your age on December 31 of the prior year. They are deducted from your payroll after tax, meaning any payments you receive are tax free.

Attained age	Employee only	Employee + Spouse	Employee + Children	Employee + Family
<25	\$1.60	\$2.50	\$2.50	\$3.30
25-29	\$1.80	\$2.70	\$2.70	\$3.60
30-34	\$3.10	\$4.50	\$4.00	\$5.40
35-39	\$5.10	\$7.30	\$5.90	\$8.20
40-44	\$8.40	\$12.10	\$9.30	\$13.00
45-49	\$13.60	\$19.50	\$14.50	\$20.30
50-54	\$21.20	\$29.80	\$22.10	\$30.70
55-59	\$31.00	\$43.40	\$31.90	\$44.20
60-64	\$45.80	\$63.60	\$46.70	\$64.50
65-69	\$70.60	\$97.50	\$71.50	\$98.40
70+	\$105.40	\$147.20	\$106.30	\$148.00

## MetLife Auto, Renters' and Home Insurance\*

Group Auto and Home Insurance coverage is also available from MetLife Auto & Home and could save you money. You pay the full cost for this coverage, and enrollment is available year-round.



Visit [ThriveatRAI.com](https://www.thriveatrai.com) to learn more about the additional insurances available to you and your loved ones.

\*Non-ERISA coverage. Employee pays all premiums.

## Short-Term and Long-Term Disability Plan

### Disability Income Protection

If you're absent from work because of a disability caused by a non-work related accident, surgery, pregnancy or personal illness, you may be eligible to receive benefits under the Short-Term Disability (STD) and Long-Term Disability (LTD) Income Plans, which RAI provides to you at no cost.

### Disability Buy-Up

You may be eligible to purchase additional coverage through the Disability Buy-Up Plans, which provide an additional benefit of 16 2/3 percent of your Base Pay when your STD or LTD disability benefit is reduced to 50%. To find out your cost, visit the Alight site at [RAIBenefits.com](http://RAIBenefits.com).

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

While you are employed at RAI, the company provides Basic Life Insurance. Eligible RAI employees are automatically covered in the amount of 1x annual base pay (\$50,000 minimum).

The company also provides a separate benefit for accidental death or a covered dismemberment as a result of an accident. Eligible RAI employees are provided with coverage in the amount of 2x annual base pay, to a maximum of \$500,000 (\$50,000 minimum) through AD&D Insurance.

## Voluntary buy-up insurances\*\*

To give you added peace of mind, you can choose to purchase additional Life or AD&D coverage. Your insurance is portable, meaning you can retain your coverage (and continue to pay required premiums) if you leave the company.

Voluntary Group Universal Life Insurance*	Voluntary Dependent Life Insurance	Voluntary AD&D*
<ul style="list-style-type: none"> <li>Coverage of 1-5x your annual base pay (rounded up to the next \$10,000), up to a maximum of \$3,000,000.</li> </ul>	<ul style="list-style-type: none"> <li>Coverage up to a maximum of \$250,000 (in multiples of \$10,000) for your spouse/domestic partner.</li> <li>Coverage of \$5,000 or \$10,000 for eligible children (from age 14 to age 26).</li> </ul>	<ul style="list-style-type: none"> <li>Coverage options include 1-5x your annual base pay (rounded up to the next \$10,000), up to a maximum of \$1,500,000.</li> <li>Option to purchase family coverage that pays a benefit based on a percentage of your coverage amount.</li> </ul>

\* Coverage is in addition to your basic Life and AD&D coverage.

### Need more information?



visit: [RAIVoluntaryBenefits.com](http://RAIVoluntaryBenefits.com)



call: 800-438-6388.



\*\*Non-ERISA coverage. Employee pays all premiums.

# Financial wellness



**We're dedicated to helping you as you save, plan and invest to meet your financial goals.**

## 401(k)

To help you plan and save for tomorrow, RAI provides a 401(k) Savings Plan that offers contribution and investment options designed to help you reach your retirement goals.

### Your contributions

**You can elect to contribute up to 50% of your eligible earnings – which includes base pay and your annual bonus – into your 401(k) account as:**

- **Pre-tax contributions** – deducted from your eligible earnings before taxes have been paid, reducing your taxable income. These are also referred to as “tax-deferred” contributions because you don’t pay tax on your savings until you withdraw them in retirement.
- **Roth 401(k) contributions** – deducted from your eligible earnings after taxes have been paid. These grow tax free, so you won’t pay additional tax when you make a withdraw in retirement.
- **After-tax contributions** – deducted from your eligible earnings after taxes have been paid. Because taxes are paid on these amounts today, when you make a withdraw in retirement, you’ll only pay tax on the investment growth.

You can update your contributions and investment options anytime at **401k.com** or by calling Fidelity’s toll-free Retirement Center at **877-902-0256**.

**RAI offers a Matching Contribution to help your savings go even further. There’s also an Enhancement Contribution – generally 3% of eligible earnings.**

## Ayco Financial Coaching

Whether you’re budgeting to pay off a student loan, planning to buy a house or need advice on your retirement investments, Ayco’s online planning tools and personalized coaching can help you reach your goals. Provided to all RAI employees at no cost to you, with Ayco you can get support with:

- Understanding how to get the most from your benefits.
- Learning investment basics and growing your 401(k) savings.
- Organizing your finances, managing debt and saving for the future.
- Planning for every eventuality and protecting your loved ones.
- Funding yours and your family’s education.
- Understanding tax basics – planning for taxes now and in the future.
- Creating an estate plan.

**Visit Ayco** Download the mobile app.



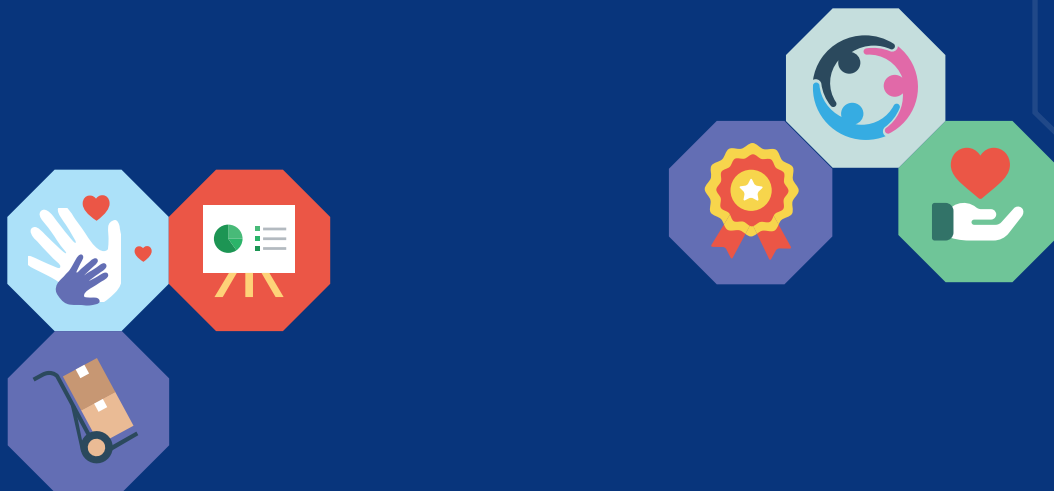
**visit: [Ayco.com/login/rai](https://www.ayco.com/login/rai)**



**call: 866-416-1496.**



*Visit* **ThriveatRAI.com**



This guide generally describes benefits offered to a regular, full-time employee on a U.S. payroll of Reynolds American Inc. and its subsidiaries. For more information, consult the summary plan descriptions that can be found on the RAI employee portal. Receipt or access to this guide does not entitle you to benefits for which you are otherwise not eligible. If there is any conflict between this guide and the official benefit document, the official document will govern.