

▶ Simple • Effective • Complete



## 401(k) Profit Sharing Plans

THE AMERICAN NATIONAL INSURANCE COMPANY

Personally Designed for:





You've worked hard to grow your business and make it successful. Your 401(k) retirement plan should be no different. It should work hard for you and your employees.

You may be looking to set up a 401(k) plan for the first time or you may be looking to make a change to your existing plan. Whichever it is, we know you have certain objectives in mind.

- Flexibility in Plan Features
- Variety of Strong Investment Options
- Quality Plan Administration
- Exceptional Customer Service

Our goal is to provide you with the solution that best fits your company's needs. We strive to offer you a simple, effective and complete plan package.





## About American National Insurance Company

American National Group, Inc. has been evaluated and assigned the following ratings by nationally recognized statistical rating organizations. The ratings are current as of July 31, 2023.

**A.M. Best**

**A** (Excellent)<sup>1</sup>

**Standard & Poor's**

**A** (Strong)<sup>2</sup>

**Fitch**

**A** (High)<sup>3</sup>

These ratings are provided to you so that you can make a comparison of American National Insurance Company to other companies. Ratings reflect current independent opinions of the financial capacity of an insurance organization to meet the obligations of its insurance policies and contracts in accordance with their terms. They are based on each rating agency's comprehensive quantitative and qualitative evaluations of the company and its management strategy. The rating agencies do not provide ratings as a recommendation to purchase insurance or annuities. The ratings are not a warranty of an insurer's current or future ability to meet its contractual obligations.

Ratings may be changed, suspended, or withdrawn at any time. For the most current ratings view the full rating reports on American National Insurance Company's internet site at [www.americannational.com](http://www.americannational.com).

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1) A.M. Best's active company rating scale ranges from A++ (Superior) to D (Poor). 2) Standard & Poor's active company rating scale ranges from AAA (Extremely Strong) to CC (Extremely Weak). Plus (+) or Minus (-) modifiers show the relative standing within the categories from AA to CCC. 3) Fitch's credit rating scale for issuers and issues is expressed using the categories 'AAA' to 'BBB' (investment grade) and 'BB' to 'D' (speculative grade) with an additional +/- for AA through CCC levels indicating relative differences of probability of default or recovery for issues.



## American National Insurance Company Guide to Services and Compensation

(June 1, 2022)

The following is important information from American National Insurance Company regarding the services it provides to retirement plans. This information is being provided so that you may have a complete understanding of the compensation earned by American National with respect to the services it provides to your plan.

Below is a list of administrative and record keeping services American National provides for your plan.

American National is paid directly either from the plan sponsor or from plan assets for these services. The fee schedules below detail how much compensation will be received by American National for the various services it provides. The amount of direct compensation varies from plan to plan dependent on a number of factors including, but not limited to, type of plan, plan size and the other ancillary services used by a particular plan.

American National also receives indirect compensation from other parties with respect to the services it provides to plans. The indirect compensation takes the form of payments American National receives from investment managers as compensation for American National's services in distributing those managers' investment products. The indirect compensation American National receives for such services is disclosed in our Non-Registered WealthQuest III Group Unallocated Variable Annuity Disclosure Memorandum (the "Disclosure Memorandum").

American National also receives an Insurance and Financial Services fee in connection with the administration of the Non-Registered WealthQuest III Group Unallocated Variable Annuity Contract (the "Contract"). The amount of the Insurance and Financial Services fee varies dependent upon the value of plan assets accumulated in the Contract. The amount of the fee is disclosed in the Disclosure Memorandum.

In addition to the compensation paid to American National in connection with the servicing of your plan, each of the investment managers charges its fees and expenses against the value of the assets held in the Contract's various investment options. The amount of these fees and expenses are disclosed in the Disclosure Memorandum.

American National may receive compensation in the event that you decide to terminate our services. The amount of compensation American National may receive will vary depending upon a number of factors including the time and expense associated with terminating the relationship and the length of time the plan's assets have been held in the Contract. The fees associated with terminating our services are disclosed both in the fee schedules below as well as in the Disclosure Memorandum.

Neither American National Insurance Company, nor its representatives, undertake to provide impartial investment advice or to render advice and/or services in a fiduciary capacity.

**Should you have any questions, please call 1-888-909-6504.**



## A Plan Partnership

With over 40 years of experience in administering pension plans, we will work in partnership with you and your advisor to establish and maintain your plan.

We appreciate the desire of client companies to have worry and trouble free service provided in a timely and professional manner. We also know that consistent high quality service sustains customer relationships over extended periods of time, which is in everyone's best interest.

### American National Insurance Company Schedule of Administration and Record Keeping Services

#### Installation Services

- IRS Pre-Approved Prototype document
- Summary Plan Description
- Administration Forms
- Dedicated Account Representative assigned to your plan

#### Annual Administration Services

- Preparation of Annual Valuation
- Calculation of Annual Contribution
- Top Heavy Test
- Compliance/Discrimination Tests
- Annual Participant Benefit Statements
- Form 5500 and Related Schedules
- Form 8955-SSA
- Summary Annual Report
- Form 1099-R for plan distributions

#### In addition, for Daily Valued Plans

- Secure payroll data entry via Data Validation Center
- Participant Account internet access available 24/7/365
- Daily Investment Transaction processing
- Quarterly Benefit statements posted to Plan Sponsor website
- Distribution and Loan processing

### American National Insurance Company Annual Administration Fee Schedule

Effective October 17, 2022

	Plans with 50 or Fewer Lives	Plans with Over 50 Lives
Installation Fees	\$700	\$800
Defined Benefit Plans	Plans with 50 or Fewer Lives	Plans with Over 50 Lives
Defined Benefit	\$2,800	*
412(e)(3) Defined Benefit	\$1,700	*
"One Person" 412(e)(3) Defined Benefit	\$1,600	N/A
Cash Balance	\$3,300	*
"One Person" Cash Balance	\$2,800	N/A
Fee per eligible participant	\$100	*

\* Non-safe harbor design Traditional Defined Benefit Pension Plans are \$3,300.

Defined Benefit Pension Plans having greater than 50 participants subject to a negotiated annual administration fee.

Defined Contribution Plans	Plans with 50 or Fewer Lives	Plans with Over 50 Lives
Money Purchase	\$1,000	\$800
Profit Sharing	\$1,000	\$800
New Comparability Profit Sharing	\$1,100	\$900
"One Person" 401(k)	\$500	N/A
Safe Harbor 401(k)	\$1,200	\$1,000
Safe Harbor 401(k) with New Comparability	\$1,300	\$1,100
401(k) Profit Sharing	\$1,500	\$1,300
401(k) with New Comparability	\$1,600	\$1,400
Fee per eligible participant	\$25	\$25



## American National Insurance Company Schedule of Fees for Additional Services

Effective October 17, 2022

Fee Type	Fee
Participant Termination Calculations <ul style="list-style-type: none"> <li>• Defined Contribution Plan</li> <li>• Defined Benefit Plan</li> </ul>	<ul style="list-style-type: none"> <li>• \$50 per participant</li> <li>• \$300 per participant</li> </ul>
Participant Loans: <ul style="list-style-type: none"> <li>• One Loan</li> <li>• More than One Loan (per loan)</li> <li>• Defaulted Loan</li> </ul>	<ul style="list-style-type: none"> <li>• \$75 set-up \$50 annual</li> <li>• \$150 set-up \$100 annual</li> <li>• \$200</li> </ul>
Check Expedited Delivery Fee	\$35
PBGC Comprehensive Premium Filing Form	\$275
Plan ReDesign	\$400
Compensation Exclusion Test	\$350
Participation /Coverage Test	\$350
Mid-Year ADP/ACP Testing	\$100
Projected Contribution Estimate	\$250 after 1st
Combination Plan Non-Discrimination Testing	\$350
New Comparability One Rate Group Calculation	\$300
Sole Proprietorship Liability Calculation	\$150
Partnership Liability Calculation	\$150 + 100 per participant
AFTAP Certificate	\$250
Late Remittance of Participant Deferral or Loan Payments	Quoted Upon Request
Correction of Improper Entry or Excess Contributions	\$200 per affected participant
Recalculations, Preparation or Revised Valuations or Due to Incorrect Data Provided by Plan Sponsor	\$100 per hour
Non Electronic Submission of Annual Renewal	\$250
Assist with Payroll Reconciliation	\$350
Non Data Validation Center Submission of Payroll	\$250
Assets not Invested with American National Ins. Co. (prior to 2002)	\$350
Form 5500 Extension	\$250
Form 5500 – DFVC Filing	\$250
Form 5330	\$250
Plan Amendment	\$300
Plan Restatement	\$800
Annual Document Maintenance Service	\$200
Plan Termination	Quoted upon Request
Reinstate Plan Administration Fee	\$300
Other Additional Services	Subject to hourly rates based on level of service provided \$100, \$150, or \$225



# 401(k) Website Sample Dashboard

Our 401(k) Participant Website is designed with you in mind. With easy to read graphs and breakdown of investments, you are always a click away from managing your accounts.

Last Login: September 03, 2023 1:14 PM CST

American National Retirement Plan Information Center

Dashboard
Manage
Morningstar
Performance
Loan
Reports
Forms
Miscellaneous

Plan Selection

## My Dashboard Print

### Account Balance

\$84,095.<sup>35</sup>

\$84,095  
Vested Balance

[MANAGE INVESTMENTS](#)

### Contribution Rate

Pre-Tax	6%
Roth	0%

[CHANGE CONTRIBUTION RATE](#)

### My Portfolio

View

Overview

Investment Name	Fund ID	Unit Price	Balance
T Rowe Price Mid Cap Value D-Shares <a href="#" style="font-size: 0.8em;">details</a>	TRAAH	\$34.96	11.06%   \$9,296.91
T. Rowe Price Retirement 2060 A-Cla... <a href="#" style="font-size: 0.8em;">details</a>	TRAAG	\$136.58	4.93%   \$4,148.98
Vanguard Inst Index Fund <a href="#" style="font-size: 0.8em;">details</a>	VINIX	\$489.57	45.34%   \$38,128.88
Vanguard IntrnlGrwt Fund <a href="#" style="font-size: 0.8em;">details</a>	VWILX	\$138.34	5.47%   \$4,601.30
Vanguard PRIMECAP Fund <a href="#" style="font-size: 0.8em;">details</a>	VPMAX	\$308.85	18.12%   \$15,237.97
Vanguard Small Cap Index Fund <a href="#" style="font-size: 0.8em;">details</a>	VSCIX	\$108.28	9.18%   \$7,721.74
Vanguard Windsor II Fund <a href="#" style="font-size: 0.8em;">details</a>	VWNAX	\$158.33	5.9%   \$4,959.57



## A Solid Foundation

The choice of a Plan’s funding arrangement is a significant aspect of the plan’s overall success. Employees must be offered sound diverse options for the investment of their monies. Good choices for investments can greatly enhance the effective of the plan enrollment and the employee perception of the plan’s value.

The Non-Registered WealthQuest III Group Unallocated Variable Annuity was designed specifically for accumulating funds for retirement. It offers a plan participant tremendous flexibility and diversification by offering the ability to select from over 50 sub-accounts and to move freely among these accounts.

## Highlights of the Contract Provisions<sup>4</sup>

- Issued to trustees of pension plans, profit sharing plans and 401(k) plans
- Six fund managers, 50+ investment sub-accounts (brief descriptions of the sub-accounts are included at the end of this proposal)
- Free and unlimited transfers among sub-accounts
- The banded asset-based fee and M&E charge are equal to a percentage of the account value according to the following schedule:

Account Value	Annual Fee <sup>5</sup>
\$0.00 – \$500,000.00	1.25%
\$500,000.01 – \$1,000,000.00	1.05%
\$1,000,000.01 – \$3,000,000.00	.85%
\$3,000,000.01 – \$5,000,000.00	.60%
Over \$5,000,000.00	.35%

- Seven year scale of surrender charges (7%, 7%, 6%, 5%, 4%, 3%, 2% and 0% thereafter) run from the date of the contract, not the date of each deposit
- The surrender charges are waived for distributions for plan benefit payments such as distributions to Plan Participants for Death, Disability, Retirement, Termination of Employment, and Plan Loans
- No minimum account allocations

4) The foregoing is neither a contract nor an offer to contract, but is a general description of benefits available under a policy providing the features outlined. The exact provisions, terms and conditions of the contract are set forth in detail in such policy as may be issued. Please see prospectus for more information.

5) The asset -based fee will be calculated and charged monthly, based on average account value for the month using daily total account values. American National Insurance Company, headquartered in Galveston, Texas is licensed to conduct business in all states except New York.

