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AMERICAN FIDELITY
a different opinion



2020 COMMUNITY IMPACT REPORT

AMERICAN FIDELITY ASSURANCE COMPANY



2020 COMMUNITY IMPACT REPORT

2020 was undoubtedly one of the most challenging years in recent history for our communities, our state, our nation and even our world. But throughout it all, American Fidelity remained committed to making things a little easier for the communities where we do business.

Philanthropy looked a little different in 2020. Instead of volunteering with our favorite organizations, we delivered personal protective equipment to healthcare workers and educators. Instead of supporting the United Way through in-person activities and tours, we learned more about the agencies via video meetings. Instead of in-person fundraising events, we supported virtual activities hosted by the non-profit agencies. Instead of donating our time, we donated more of our funds.

Because of our strength as a Company, we were able to remain steadfast in our dedication to the community, no matter what 2020 threw at us. In the following pages, you'll see how our Company – and our Colleagues – kept the commitment to help build a strong and vibrant community. In challenging times, it's more important than ever to demonstrate that it's always the right time to do the right thing.

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“ YOU ARE SAVING LIVES. YOUR DONATION IS MAKING IT POSSIBLE FOR OUR DEDICATED DOCTORS, NURSES AND STAFF TO PROVIDE SAFE, COMPASSIONATE CARE TO PEOPLE IN OUR COMMUNITY DURING THIS UNPRECEDENTED TIME IN OUR NATION. THANK YOU FOR BEING AN ACTIVE PART OF THE SOLUTION TO RESPOND EFFECTIVELY TO THE PANDEMIC AND BETTER ENSURE THE HEALTH AND SAFETY OF OUR NEIGHBORS. ”

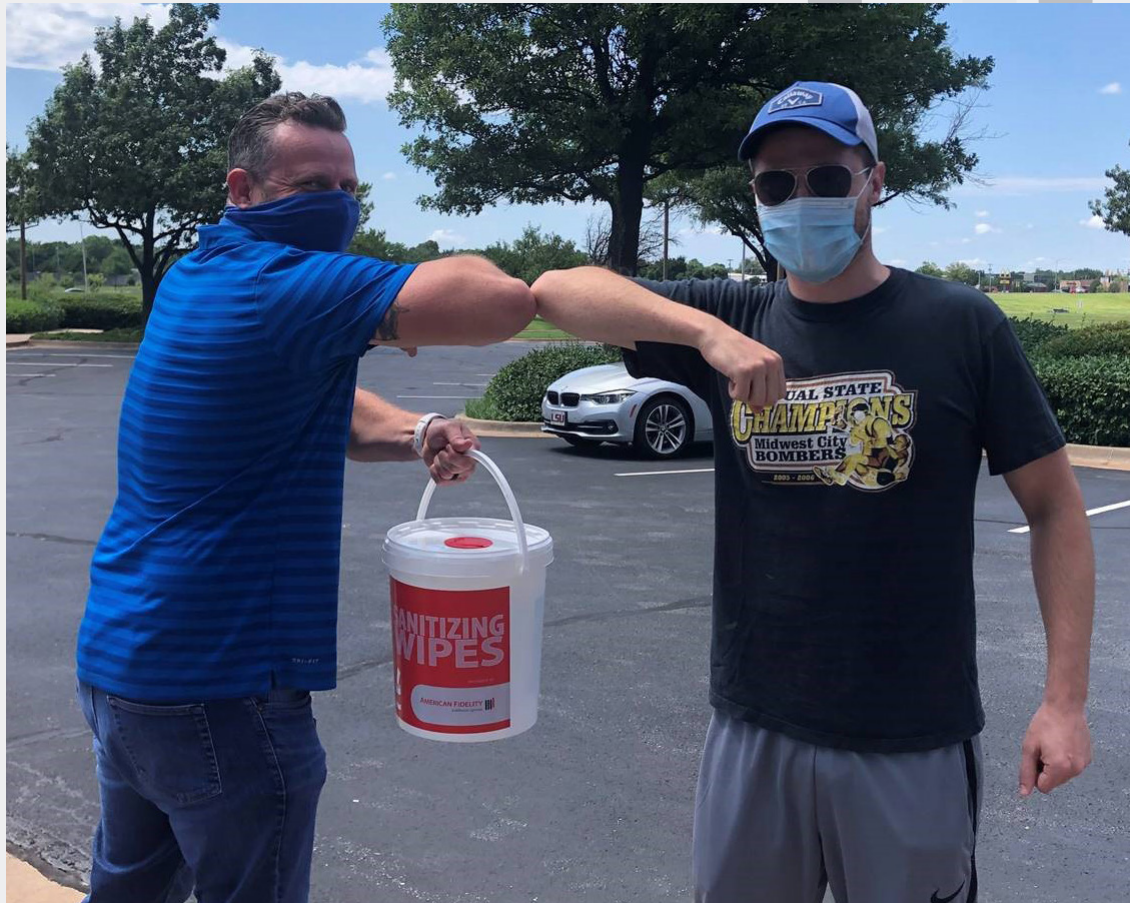
SHERRY RICE RHODES, SSM FOUNDATION



PANDEMIC RESPONSE

PPE FOR SCHOOLS

American Fidelity spent \$25,460.08 to provide sanitizing wipes, disposable face masks and hand sanitizer to schools throughout the state of Oklahoma.



ENCOURAGING SAFETY

In January 2021, American Fidelity launched a campaign to encourage everyone to continue to follow pandemic safeguards including wearing masks, socially distancing and washing their hands. Billboards expressing support for healthcare workers and educators were posted throughout Oklahoma City, while videos were posted to social media of American Fidelity Colleagues talking about why they supported the pandemic precautions.

American Fidelity supports our education heroes!

#COVIDDoesntRest

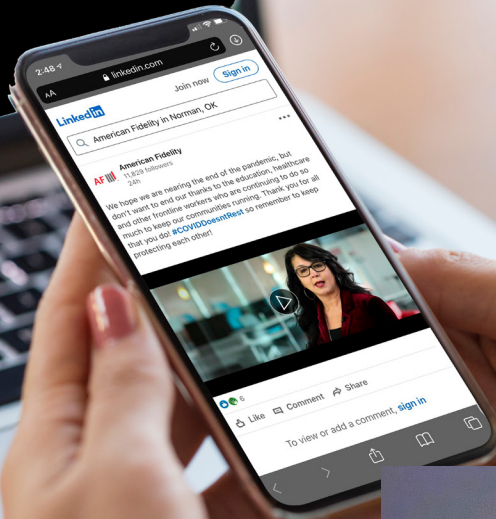
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Fidelity supports
healthcare heroes!
#COVIDDoesntRest

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a different common
company



#COVIDDoesntRest

How I Stop the Spread

"We support telecommuting, social distancing and limiting the number of Colleagues in our building."



Jeanette Rice
President, COO American Fidelity



MASKS FOR OUR HEROES

American Fidelity donated thousands of N-95 masks and gloves to hospitals and first responders to help combat PPE shortages early in the pandemic.



LIGHTS, CAMERA, UNITED WAY

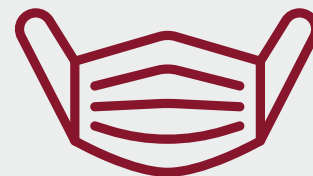
To support the United Way and its partner agencies, American Fidelity staff produced three videos that could serve as virtual tours during the 2020 fundraising campaign.





SPIRITED SUPPORT

Colleague Spirit Week held March 30–April 3 included Hang a Heart Day and Chalk Your Walk for Colleagues to show support for healthcare workers, educators and other essential workers helping to keep our lives as normal as possible and spread cheer in their neighborhoods.



“ ESPECIALLY FOR SMALLER, LOCAL NON-PROFITS, THE MONEY THAT AF DONATES CAN HAVE A HUGE IMPACT. KNOWING THAT MY TIME AND EFFORT BENEFITS, BOTH PRACTICALLY AND FINANCIALLY, ORGANIZATIONS THAT I LOVE IS IMPORTANT TO ME. I AM DEEPLY GRATEFUL TO AMERICAN FIDELITY FOR HELPING ME SUPPORT NON-PROFITS IN OUR COMMUNITY. ”

MICHELLE HAMRICK, AF COLLEAGUE

GRANTS & SUPPORTED ORGANIZATIONS

2020 TOTAL CORPORATE GIVING
\$2,740,533.72

The American Fidelity Foundation and the family of companies are proud to be strong corporate citizens committed to building a vibrant community for our Colleagues and Customers. We believe it's always the right time to do the right thing.

RECORD-BREAKING AMOUNT OF
MATCHED COLLEAGUE DONATIONS

\$90,511.00

198 Donations Matched

164 Participating Colleagues

135 Unique Organizations

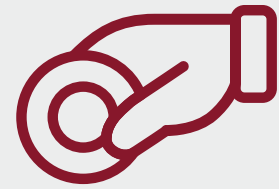


COLLEAGUE RELIEF FUND DISTRIBUTIONS
SINCE INCEPTION IN 2014

\$118,818.36

86 COLLEAGUES HAVE
BENEFITTED FROM
THE EFFORTS OF
THE COLLEAGUE
RELIEF FUND.

2022 UNIQUE ORGANIZATIONS HELPED



405 ANIMAL RESCUE FOUNDATION
A CHANCE TO CHANGE FOUNDATION
AFRICAN AMERICAN POLICY FORUM
AGAPE ROAD
ALLIED ARTS
ALLIED ARTS FOUNDATION
ALZHEIMER'S ASSOCIATION
OKLAHOMA CHAPTER
AMERICAN ACADEMY IN ROME
AMERICAN CANCER SOCIETY
AMERICAN HEART ASSOCIATION
AMERICAN INDIAN CULTURAL CENTER
FOUNDATION - FIRST AMERICANS MUSEUM
AMERICAN MOTHERS
AMERICAN NICARAGUAN FOUNDATION
AMERICAN RED CROSS
ANGELS FOSTER FAMILY NETWORK
AREAWIDE AGING AGENCY
ARISE MINISTRIES
ARTS COUNCIL OF OKLAHOMA CITY
AUTISMOKLAHOMA.ORG

BART CONNER EDUCATIONAL PROGRAMS
BIG BROTHERS BIG SISTERS OF OKLAHOMA
BISHOP MCGUINNESS
BLUEGRASS JUNIOR WOMEN'S CLUB
BOYS & GIRLS CLUB OF OKLAHOMA COUNTY
**CALM WATERS CENTER FOR CHILDREN
AND FAMILIES**
CAMP FIRE HEART OF OKLAHOMA
CANTERBURY VOICES
CASA OF OKLAHOMA COUNTY
CATHOLIC CHARITIES - OKLAHOMA CITY
CBMC OKLAHOMA
CENTER FOR CHILDREN AND FAMILIES INC
CENTER OF FAMILY LOVE
CENTRAL OKLAHOMA HUMANE SOCIETY
CHATTANOOGA'S WOMEN
LEADERSHIP INSTITUTE
CHILDREN'S HOSPITAL FOUNDATION
CHRISTIAN FLIGHTS INTERNATIONAL
CITY CARE
CIVIC CENTER FOUNDATION

CMAR SCHOLARSHIP FUND
COLONIAL WILLIAMSBURG FOUNDATION
COLUMBUS CORPORATION OF OKLAHOMA CITY
COMMUNITIES FOUNDATION OF OKLAHOMA -
OKC BLACK JUSTICE FUND
COMMUNITY LITERACY CENTERS
CREATIVE OKLAHOMA
**CRISTO REY OKLAHOMA CITY CATHOLIC
HIGH SCHOOL**
CROSSROADS ASSEMBLY OF GOD
DEADCENTER FILM FESTIVAL
DEAN MCGEE EYE INSTITUTE FOUNDATION
DELTA GAMMA FOUNDATION
DINNER WITH LOVE FOUNDATION
DOWN SYNDROME ASSOCIATION OF
CENTRAL OKLAHOMA
DOWNTOWN OKC INITIATIVES
EDMOND AMBUCS
EDMOND PUBLIC SCHOOL FOUNDATION
**EXECUTIVE SERVICE CORPS OF
CENTRAL OKLAHOMA**
FAMILY BUILDERS
FIELDS & FUTURES FOUNDATION
FOUNDATION FOR OKC PUBLIC SCHOOLS
GIRL SCOUTS - WESTERN OKLAHOMA
GOLD4KIDS CANCER FOUNDATION OF TULSA
GOODWILL INDUSTRIES OF
CENTRAL OKLAHOMA

GREAT EXPECTATIONS FOUNDATION
GROUND ZERO EMERGENCY
TRAINING CENTER
HABITAT FOR HUMANITY
HARDING FINE ARTS ACADEMY FOUNDATION
HEALTHY SCHOOLS OKLAHOMA
HEARTLINE, INC.
HOMELESS ALLIANCE
I2E, INC.
IAAP FOUNDATION
INFANT CRISIS SERVICES
INFINITY FARMS ANIMAL SANCTUARY
INTEGRIS FOUNDATIONS
JDRF INTERNATIONAL
JESUS HOUSE
JIM THORPE ASSOCIATION
JOHN REX ELEMENTARY PTA
JUNIOR ACHIEVEMENT OF OKLAHOMA
KEATON'S KINDNESS FOUNDATION
KIPP REACH COLLEGE PREPARATORY
LAST FRONTIER COUNCIL/BOY SCOUTS
OF AMERICA
LATINO COMMUNITY DEVELOPMENT AGENCY
LEADERSHIP OKLAHOMA
LEADERSHIP OKLAHOMA CITY
LIBRARY ENDOWMENT TRUST
LIFE CHURCH
LUPUS FOUNDATION OF AMERICA,
MID-SOUTH CHAPTER
LYRIC THEATRE OF OKLAHOMA
MACK IMPACT
MARCELLA GUTHRIE SCHOLARSHIP FUND
MARCH OF DIMES
MAUI HEALTH FOUNDATION

MCCALL'S CHAPEL SCHOOL
MERCY HEALTH FOUNDATION OKC
MERCY HEALTH FOUNDATION OKC -
MERCY WOMEN'S CENTER
MJ 4 HOPE
MOORE FAITH MEDICAL CLINIC
MOUNTAIN RESCUE-ASPEN, INC.
MYRIAD GARDENS FOUNDATION
NATIONAL COWBOY & WESTERN
HERITAGE MUSEUM
NEIGHBORHOOD ALLIANCE OF
CENTRAL OKLAHOMA
NEIGHBORHOOD SERVICES ORGANIATION
NEW YORK UNIVERSITY
NEWSPAPERS IN EDUCATION
NEWVIEW OKLAHOMA
NEXT GEN UNDER 30 FOUNDATION
NICHOLS HILLS PARKS, INC.
NORTH OKC SOCCER CLUB, INC.
OKC BEAUTIFUL
OKC STRIKERS CRICKET CLUB
OKLAHOMA AIDS CARE FUND
OKLAHOMA BLOOD INSTITUTE
OKLAHOMA CENTER FOR NONPROFITS
OKLAHOMA CHILDREN'S THEATRE
OKLAHOMA CHRISTIAN UNIVERSITY
OKLAHOMA CITY / COUNTY
HISTORICAL SOCIETY
OKLAHOMA CITY BALLET

OKLAHOMA CITY COMMUNITY FOUNDATION
OKLAHOMA CITY MUSEUM OF ART
OKLAHOMA CITY NATIONAL
MEMORIAL FOUNDATION
OKLAHOMA CITY PHILHARMONIC
OKLAHOMA CITY UNIVERSITY
OKLAHOMA CITY ZOO
OKLAHOMA CLEATS FOR KIDS
OKLAHOMA CONTEMPORARY ARTS CENTER
OKLAHOMA COUNCIL ON
ECONOMIC EDUCATION
OKLAHOMA EDUCATION ASSOCIATION
OKLAHOMA ENGINEERING FOUNDATION
OKLAHOMA FOUNDATION FOR EXCELLENCE
OKLAHOMA HERITAGE ASSOCIATION
OKLAHOMA HUMANE SOCIETY
OKLAHOMA INTERVIEWING SERICES
OKLAHOMA MEDICAL
RESEARCH FOUNDATION
OKLAHOMA MUSEUM OF ART
OKLAHOMA PROJECT WOMAN
OKLAHOMA SCHOOL OF SCIENCE AND
MATHEMATICS FOUNDATION
OKLAHOMA SENIOR FOLLIES, INC.
OKLAHOMA STATE FAIR
OKLAHOMA YOUTH ORCHESTRAS
OKLAHOMANS FOR THE ARTS
OSU FOUNDATION



OU COLOMBIAN STUDENT ASSOCIATION
PARAKALEO
PARENT PROMISE
PASEO ARTS ASSOCIATION
PAYNE EDUCATION CENTER
PETS AND PEOPLE HUMANE SOCIETY
PHI GAMMA DELTA EDUCATION FOUNDATION
PIVOT
POETIC JUSTICE
POSITIVE TOMORROWS
RAINBOW FLEET
REDBUD CLASSIC
REGIONAL FOOD BANK OF OKLAHOMA
REMERGE OF OKLAHOMA COUNTY, INC.
RIVERSPORT FOUNDATION
SALVATION ARMY
SCISSORTAIL PARK FOUNDATION
SISTER CITIES OKC, INC.
SIXTWELVE, INC.
SKANDIA FOLK DANCE SOCIETY
SMART START CENTRAL OKLAHOMA
SOONER MORGAN
SPECIAL CARE, INC.
SPECIAL OLYMPICS OKLAHOMA
SPUR KITCHEN FOUNDATION
ST. ANTHONY FOUNDATION
ST. JUDE

ST. LUKE'S UNITED METHODIST CHURCH -
MEALS ON WHEELS OKC
STATE CAPITAL PUBLISHING MUSEUM
STEM ACHIEVEMENT FOUNDATION
STEPHEN SILLER TUNNEL TO
TOWERS FOUNDATION
SUNBEAM FAMILY SERVICES
SW LINCOLN COUNTY FIRE PROTECTION
DISTRICT 1
TEACH FOR AMERICA
THE CHILDREN'S CENTER
THE EDUCATION AND
EMPLOYMENT MINISTRY
THE FIRST TEE OF METROPOLITAN
OKLAHOMA CITY
THE FOUNDATION FOR OKLAHOMA CITY
PUBLIC SCHOOLS
THE GIVING BACK FUND, INC.
THE NEA FOUNDATION
THE OKLAHOMA ACADEMY
THE OKLAHOMA CARING FOUNDATION
THE SALVATION ARMY
TREE BANK FOUNDATION
TULSA COMMUNITY FOUNDATION
UCO FOUNDATION
UNITED WAY OF CENTRAL OKLAHOMA
UNIVERSITY OF CENTRAL
OKLAHOMA FOUNDATION
UNIVERSITY OF OKLAHOMA FOUNDATION

URBAN LEAGUE OF GREATER
OKLAHOMA CITY
VARIETY CARE FOUNDATION
VOICE OF THE MARTYRS
WES WELKER FOUNDATION
WESTMINSTER SCHOOL
WINGS
WOUNDED WARRIOR PROJECT
WOVENLIFE
YMCA OF GREATER OKLAHOMA CITY
YOUTH SERVICES OF TULSA
YWCA OKLAHOMA CITY



“ I’M PROUD OF OUR COMMUNITY INVOLVEMENT. OUR COMPANY PRIORITIZES SERVING OUR COMMUNITY BY DEDICATING COMPANY RESOURCES TO SUPPORTING COLLEAGUES’ EFFORTS. PAID VOLUNTEER TIME, VOLUNTEER GRANTS AND BOARD SERVICE INCENTIVES ARE BACKED BY CORPORATE DONATIONS AND COMPANY-SPONSORED VOLUNTEER OPPORTUNITIES. ”

AF COLLEAGUE



SPONSORSHIPS & PROGRAMS

COMMITMENT TO READING ROLLS ON

Though on a hiatus from mid-March 2020 through February 2021, much was done to get the new and improved design rolled out to improve range and accessibility.



2020 CAN'T STEAL OUR THUNDER FOR READING CHALLENGE

Our school year challenge was cut short due to COVID-19, with children taking part November 2019–February 2020. But the numbers here show great support and effort by our participants. An additional 30-day challenge started April 6, 2020, with 1,764 students reporting 1,537,850 minutes read.

567 Schools

60,390 Students Enrolled

29,897,204 Minutes Read



TEACHER OF THE GAME

In partnership with the NBA's Oklahoma City Thunder, 528 teachers have been honored since 2008, with 36 in the spotlight through the 2020-21 season.





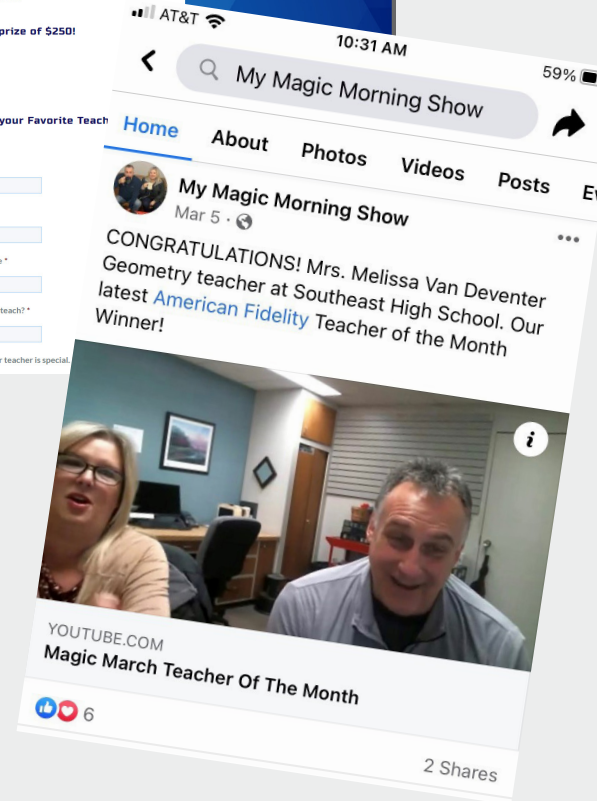
KMGL TEACHER OF THE MONTH

Teachers of the month for the 2020-21 School Year each receive recognition on the radio broadcast and \$250 each; eight teachers will be honored October 2020 through May 2021.



JOHN REX SCHOLARSHIP GROWING

Colleagues' children in undergraduate programs can apply for a \$2,000 annual scholarship, with the potential for up to \$8,000 in financial aid per student. Building on the program's offerings, a third scholarship opportunity geared toward diversity and inclusion is set to be awarded in 2021.





STEM TEACHERS TAKE THE LEAD

AF offers a three-day **LEADERSHIP ACADEMY** to equip STEM teachers with skills to help in the classroom as well as their individual school sites and districts.

- 2019 – 9 teachers attended from 4 districts
- 2020 – 15 teachers from 8 districts participated virtually



TEACHERS HAVE CLASS

A twist on traditional summer school, AF hires STEM teachers while out of the classroom to provide real-world experience they can take back to their students in the fall. The usual festivities include a stipend distribution, and this year we beefed up the sanitizing supplies.

- 2019 – 8 Teacher Fellows from 7 districts
- 2020 – 8 Teacher Fellows participated in the fully virtual offering



PROUD TO BACK THE WNBA DALLAS WINGS

This year we supported efforts of the Dallas Wings through sponsorship of the First Responders Tournament.



HELPING CRISTO REY STUDENTS SHINE

The AF Foundation increased funding amount for scholarships. In the 2019-2020 school year, four students gained work experience in the office. Though we have enjoyed the students' smiling faces, the donation was made in lieu of having onsite workers due to COVID-19.

GETTING PAID TO VOLUNTEER

At the beginning of 2020, a new and improved program went into effect allowing Colleagues up to 16 hours of **PAID VOLUNTEER TIME** per year. In spite of the challenges 2020 presented to volunteering:

97 COLLEAGUES
USED
656

HOURS OF PAID VOLUNTEER TIME FOR
NON-PROFIT ORGANIZATIONS



GRANTING AMAZING OPPORTUNITIES

VOLUNTEER GRANTS allow Colleagues to earn \$10 per hour for non-profit charity organizations when they volunteer.

\$1,735 Paid to Organizations in 2020

BOARD SERVICE INCENTIVE GRANTS allow Colleagues serving on non-profit charity boards to request a \$1,000 donation in their name for the organization they serve .

\$20,000 Paid



FORGING THE CONNECTION

Community Connection is AF's online forum for offering up opportunities from volunteering to fundraising. In 2020, we had:

73 OPPORTUNITIES
POSTED



MAKING A DEPOSIT AT THE REGIONAL FOOD BANK

Dropping off our canned goods wasn't an option, but our can-do spirit inspired Colleagues to donate \$6,740.72 that was coupled with a Foundation match of \$6,714.55 to provide a total donation of

\$13,455.27

“THE COMPANY CARES ABOUT COMMUNITIES (NOT JUST MAKING A PROFIT) AND DEMONSTRATES THAT CONSISTENTLY BY BEING INVOLVED IN THE COMMUNITY AND ENCOURAGING FIELD/OUTSIDE COLLEAGUES TO DO THE SAME IN THEIR RESPECTIVE COMMUNITIES.”

AF COLLEAGUE

WORKSITE CAMPAIGNS

GIVING FROM
THE HEART

We hosted three blood drives with a total of 160 donations for the OKLAHOMA BLOOD INSTITUTE.







MANY PARTS OF AMERICAN FIDELITY HELP TO KEEP OUR COMMUNITIES WHOLE

- **OPERATIONS** Colleagues collected financial donations for the Positive Tomorrows Merry Market and purchased wish list items for the school for homeless students in Oklahoma City. Retirees also supported this effort.
- **MARKETING AND REVENUE SUPPORT** Colleagues donated funds to purchase items for Infant Crisis Services.
- Colleagues from the **PRODUCT MANAGEMENT DIVISION** supported six different Donors Choose projects to help teachers with connections to our Colleagues.
- **CALIFORNIA FIELD STAFF** helped the Fresno Teachers Association hand out meals to families in need around the Fresno community.
- **IT COLLEAGUES** donated 191 pairs of gloves to a local elementary school.



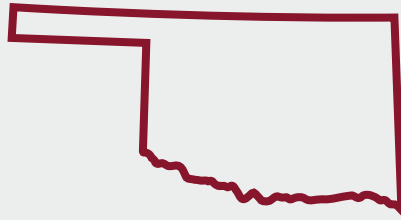
FIELDING THE CALL ACROSS THE NATION

Field Colleagues and corporate officers were provided the opportunity to donate \$75 each to the organizations they support. The \$49,875 in donations went to:



390

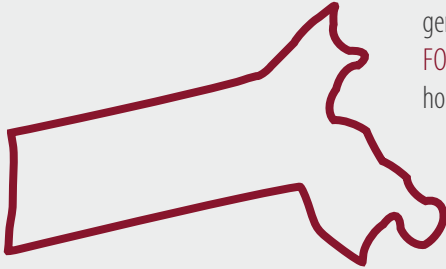
ORGANIZATIONS
THROUGHOUT
THE COUNTRY



The AF Foundation provided \$25,000 to the Oklahoma City **BLACK JUSTICE FUND**, which helped support agencies and projects dedicated to promoting racial equity and justice in the Oklahoma City metro area.



Strategic Alliances Colleagues in Massachusetts collected new and gently used items for a **COATS FOR KIDS** drive around the holiday season.



Colleagues serve on non-profit boards across the state of Oklahoma as well as Kentucky (**BLUEGRASS JUNIOR WOMAN'S CLUB**), New Hampshire (**CMAR SCHOLARSHIP FUND**), Washington (**SKANDIA FOLKDANCE SOCIETY**) and Tennessee (**CHATTANOOGA WOMEN'S LEADERSHIP INSTITUTE**), among many others.

MARCH
**Down Syndrome
Association of Central OK**



MONTHLY CHARITY DAY DONATIONS

Charities nominated by Colleagues and selected by random drawing receive the \$2 donation from those Colleagues who elect to wear AF T-shirts on Fridays. Colleagues enrolled in payroll deduction receive a free Chari-tee each year to showcase their support.

\$1,300

DONATED
MONTHLY
ON AVERAGE



JANUARY — His Grace Foundation

FEBRUARY — Children's Heart Foundation



APRIL — Cameron Companies Colleague Relief Fund

MAY — ONE (One Neighborhood Empowered)

JUNE — The Bella Foundation

JULY — Buchanan School Supply Drive

AUGUST — Oklahoma Lupus Foundation

SEPTEMBER — Ella's Army

OCTOBER — Women's Resource Center

NOVEMBER — Tornado Alley Bulldog Rescue



DECEMBER
**Foundation for
Children with Cancer**

COLLEAGUES COME TOGETHER FOR THE UNITED WAY

The first all-virtual United Way campaign was successful at raising funds and so much more. Many cool things happened: lunch n' learns replaced the traditional agency fair, 10 agencies gave virtual tours and the tie-dye T-shirts available for purchase were all the rage!



\$400,889.73

in Colleague donations combined with

\$220,000

in Foundation match, makes it:

\$620,889.73

RAISED FOR UNITED WAY!

ALLIED ARTS DRAWS LARGE FOLLOWING AT AF

We were able to host an Allied Arts agency fair and other in-person events in February and early March. Colleagues learned how their donations help local arts agencies reach more than 1 million people each year.

\$102,370 DONATED



“WE ALL STRIVE FOR
SUCCESS TOGETHER,
AND WE WORK HARD TO
MAKE THINGS BETTER
IN OUR COMMUNITY.”

AF COLLEAGUE

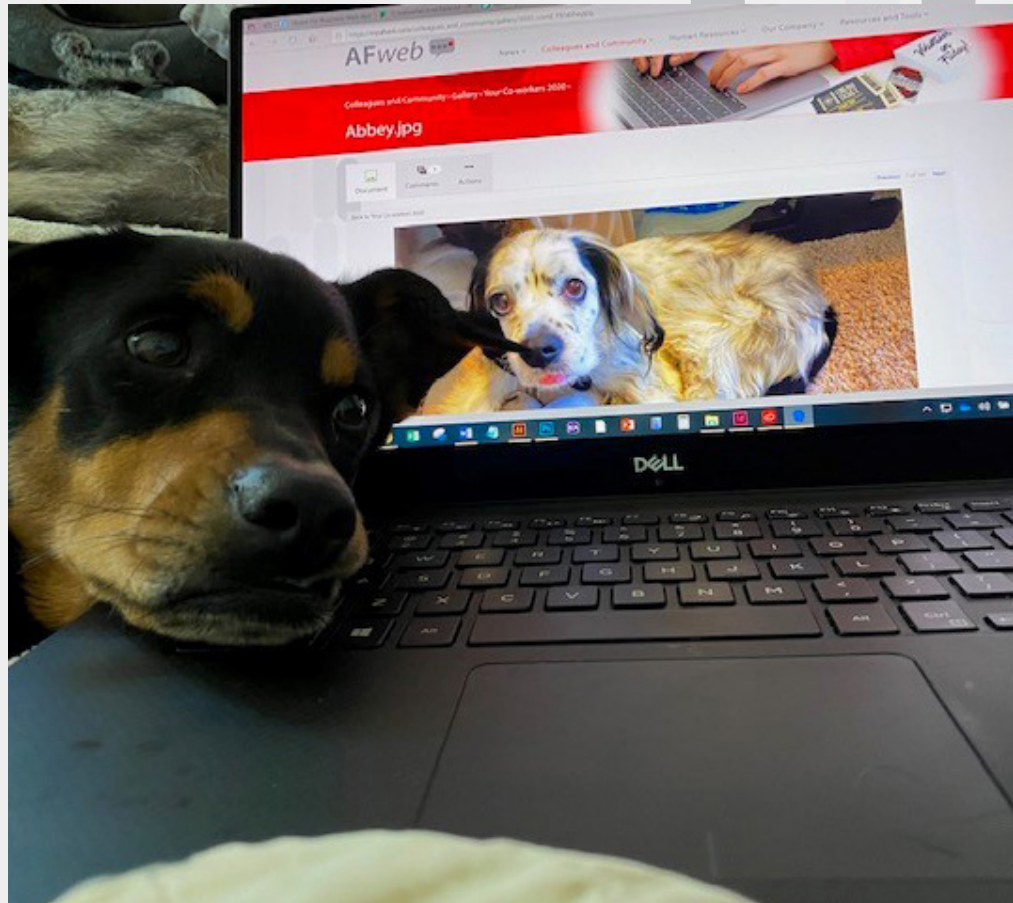


ADAPTIVE AND RESTORATIVE

With COVID-19, 99% of the workforce was working from home from late March through July 2020, and a limited number of Colleagues were physically in the office for the remainder of the year. This saved an untold amount of energy costs in maintaining the building as well as telecommuting cost savings and reduced travel for our field staff through the year. Colleagues transitioned to largely paperless processes with so many working from home daily, some with a new set of co-workers!



ENVIRONMENTAL IMPACT

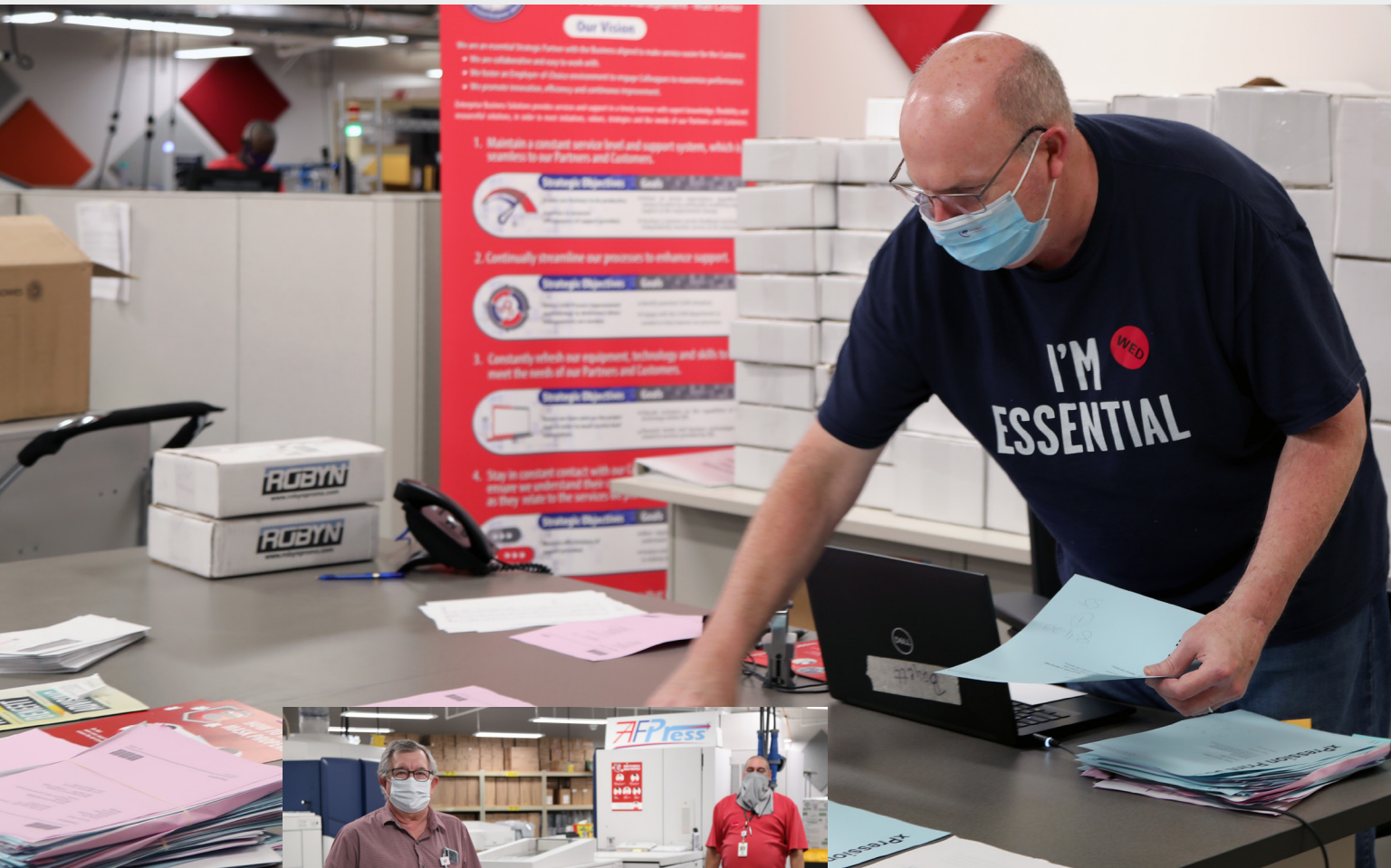


REDUCE & RECYCLE

- Recycling bins are available in every break area on every floor and in our dining areas throughout the Company to help Colleagues recycle paper, cardboard, plastic and aluminum.
- Colleagues are printing double-sided when paper is necessary. Mobile print also is in use to reduce duplicated printing and other printing errors to save paper. This has resulted in 21% of pages (114,174 pages) not being printed that were sent to a printer in error.
- Each floor throughout our building is equipped with a water fountain designed to refill bottles.
- The building's HVAC equipment has been updated to be more environmentally friendly, and lighting throughout the building uses motion-sensored LED fixtures in an effort to reduce our carbon footprint.









AF PRESSING THE ENVIRONMENTAL ISSUES

- Our onsite print shop uses paper that comes from mills that receive their wood from sources that practice responsible forestry management, and when possible, the paper also includes recycled materials.
- The equipment does not require solvents or other harmful chemicals that are commonly used for cleaning; an alcohol-based solution is used.
- A device perforates and crunches used cardboard boxes, creating a void fill material, which is used for packaging instead of plastic air pillows, when possible.
- A just-in-time business model is in place for production printing, which eliminates the need for departmental storage rooms across the Company. Documents are printed as needed, which has reduced corporate document storage needs from about 3,000 square feet to 400.

20

