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Important Enhancements to Power Producer Program

F&G would like to inform you of changes to the Power Producer Program.

Effective immediately we will be ending the Deferred Compensation Program (DCP) and shifting to a Power Producer Commission Bonus Plan. Current DCP participants will receive their full Base and Persistency credits for 2020 production. All participants will be 100% vested including any previously unvested amounts. In addition, the DCP will remain intact and follow current guidelines concerning distribution. You will not be required or permitted to take your money out of the DCP other than in accordance with DCP terms. You will have ongoing access at Newport to direct the investment of your account balances among available investment options.

The Power Producer Commission Bonus Plan is designed to provide competitive compensation to annuity producers who meet a minimum threshold of production. The production thresholds and corresponding bonus percentages are:

- \$3m-\$4.99m = 8% of eligible commission
- \$5m-\$9.99m = 12% of eligible commission
- \$10m+ = 16% of eligible commission

Additional benefits of Power Producer include:

- Dedicated service through our Premier Service Team Program
- Dedicated Sales support by our Regional Director of Sales program including in office visits
- Group meetings with other top advisors

Power Producer trip to be discontinued

In addition, our Power Producer trip qualification has been discontinued. We value the opportunity previous programs have provided throughout the years, and therefore are pursuing alternative options to ensure we have dedicated time together in the future. We will share more information on planned events and opportunities for in-person meetings as it becomes available.

F&G has prided itself on the long term and meaningful relationships we have with top selling independent agents. We have recognized the success of these individuals through our Power Producer Program for the last 17 years and look forward to continuing the recognition.

We understand that after reading this email you likely have questions about these changes, so we've prepared an FAQ that provides additional detail.

Q&A

Q Does this mean I will not receive DCP credits for 2021 and beyond – even persistency credits?

A Yes, due to the DCP changes we will not provide credits going forward – even persistency credits. But we will immediately vest all non-vested account balances. Plus, your current account balances remain in the DCP and available for distribution in accordance with DCP terms. Also, you retain full control of your account balances among available investment options.

Q Are all products included in the minimum threshold for the Commission Bonus Program?

The Commission Bonus Program is based on all FIA production for the calendar year. Additional details include:

Program Period: January 1 – December 31, 2021

Production: All FIA paid commission

Power Producer Bonus Plan Thresholds:

- \$3M - \$4.99M = 8% of eligible commission
- \$5M - \$9.99M = 12% of eligible commission
- \$10M+ = 16% of eligible commission

Payment: February 2022 (applied retroactively to dollar one)

IUL, MYGA and NY product sales are excluded from the Commission Bonus Plan

Q Can you help me with an example of how my bonus would translate to my percent of eligible commission?

A Yes, let's say you had \$3M or so of FIA sales in 2021, and your eligible commission on those sales happened to be \$200,000 you would get a bonus of \$16,000 (8% of \$200,000) paid in Feb of 2022. If you did a bit over \$5M in FIA and the eligible commission was \$350,000 you would have a \$42,000 bonus. If it was a \$10M+ FIA year that generated \$700,000 of eligible commission your bonus would be \$112,000.

Q Is the Power Producer Conference in Hawaii still happening?

A We are currently planning to host the October 2021 Power Producer Conference with eligibility based on 2020 performance. We are monitoring the COVID landscape and will inform you as soon as we can.

Please direct any questions to our Sales Team at salesdesk@fglife.com. Thank you for your continued partnership.

"F&G" refers to Fidelity & Guaranty Life Insurance Company issuing insurance in the United States outside of New York. Life insurance and annuities issued by Fidelity & Guaranty Life Insurance Company, Des Moines, IA.

The Power Producer arrangement is unfunded. Your account value is a "bookkeeping" account that is subject to risk of forfeiture in the event of insolvency or bankruptcy of the Company, or such other claims as may be made by the general creditors of the Company. The Power Producer program is a deferred bonus compensation plan for eligible appointed agents of Fidelity & Guaranty Life Insurance Company. Terms are as stated in the Power Producer plan document, which Fidelity & Guaranty Life may amend, limit or terminate at any time. F&G reserves the right to exclude products at its discretion including but not limited to MYGA and SPIA.

The Commission Bonus Plan ("Plan") is a bonus plan for eligible appointed agents of F&G Life Insurance Company ("Company"). Eligible appointed agents include individuals who represent the Company as writing agents working directly with the customer and not with respect to business written as an upline agent. Additionally, agents appointed under a bank or broker dealer are not eligible. This is an overview of the Plan, which remains subject to terms and conditions promulgated by the Company. The Company retains the right to remedy any ambiguities and resolve any disputes relating to the Plan, and to amend or terminate the Plan at any time.