

Group Term Life including matching AD&D Coverage

- Life and AD&D insurance coverage amount of \$50,000 at no cost to you
- Waiver of premium benefit
- Accelerated life benefit
- Additional AD&D Benefits: Seat Belt, Air Bag, Repatriation, Child Higher Education, Child Care, Paralysis/Loss of Use, Severe Burns

Upon reaching certain ages, your original benefit amount will reduce to a percentage as shown in the following schedule.

Age 65 - Amount reduces to \$32,500.
Age 70 - Amount reduces to \$22,500.
Age 75 - Amount reduces to \$15,000
Age 80 - Amount reduces to \$10,000
Age 85 - Amount reduces to \$7,500
Age 90 - Amount reduces to \$5,000

Coverage options are available to eligible employees

This invitation to inquire allows eligible employees an opportunity to inquire further about AUL's group insurance and is limited to a brief description of any losses for which benefits are payable. The contract has exclusions, limitations reduction of benefits, and terms under which the contract may be continued in force or discontinued.

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Why should you consider purchasing life insurance protection at your workplace?

One third of Americans believe they would feel the financial impact from the loss of a primary wage earner within a month of the wage earner's passing. Half say they would feel an impact within six months.

(Source: LIMRA, Life Insurance Awareness Month Fact Sheet, 2014)

Just under 60 percent of adults in the United states have life insurance coverage. This leaves over 100 million adult Americans without life insurance protection.

(Source: LIMRA, Insurance Barometer Study, 2015)

1 in 4 adult Americans wish their spouse or partner would purchase some or more life insurance.

(Source: LIMRA, Insurance Barometer Study, 2015)

Many of us lead busy lives and seldom take time to think about life's risks. Consider the following reasons many people purchase group TERM life insurance:

- Replacing income
 - Paying off mortgage
 - Providing funds for college education
 - Paying for medical / burial / final expenses
- Preparing for life events, such as:
 - Marriage
 - Growing family
 - Home Purchase
- Transferring wealth to family
- Making a charitable gift
- Supporting aging parents

Advantages of shopping at work include:

- Affordable group rates
- Convenient payroll deduction
- Guaranteed issue for timely applicant
- Easy access

AUL's Voluntary Term Life and AD&D Insurance Terms and Definitions

| | | | | | | | |
|---|---|-----------------------------------|-----------|---------------------------------|----------|--------------------------------|----------|
| Eligible Employees: | This benefit is available for employees who are actively at work on the effective date and working a minimum of 32 hours per week. | | | | | | |
| Flexible Choices: | Since everyone's needs are different, this plan offers flexibility for you to choose a benefit amount that fits your needs and budget. | | | | | | |
| Accidental Death & Dismemberment (AD&D): | If approved for this benefit, additional life insurance benefits may be payable in the event of an accident which results in death or dismemberment as defined in the contract. | | | | | | |
| Guaranteed Issue Amounts: | <p>This is the most coverage you can purchase without having to answer any health questions. If you decline insurance coverage now and decide to enroll later, you will need to provide Evidence of Insurability.</p> <table border="1"> <tr> <td>Employee Guaranteed Issue Amount:</td><td>\$150,000</td></tr> <tr> <td>Spouse Guaranteed Issue Amount:</td><td>\$30,000</td></tr> <tr> <td>Child Guaranteed Issue Amount:</td><td>\$10,000</td></tr> </table> | Employee Guaranteed Issue Amount: | \$150,000 | Spouse Guaranteed Issue Amount: | \$30,000 | Child Guaranteed Issue Amount: | \$10,000 |
| Employee Guaranteed Issue Amount: | \$150,000 | | | | | | |
| Spouse Guaranteed Issue Amount: | \$30,000 | | | | | | |
| Child Guaranteed Issue Amount: | \$10,000 | | | | | | |
| Timely Enrollment: | Enrolling timely means you have enrolled during the initial enrollment period when benefits were first offered by AUL, or as a newly hired employee within 31 days following completion of any applicable waiting period. | | | | | | |
| Evidence of Insurability: | If you elect a benefit amount over the Guaranteed Issue Amount shown above for you or your eligible dependents, or you do not enroll timely, you will need to submit a Statement of Insurability form for review. Based on health history, you and / or your dependents will be approved or declined for insurance coverage by AUL. | | | | | | |
| Guaranteed Increase in Benefit: | If eligible, this benefit allows you to increase your coverage every year as your life insurance needs change. You may be able to increase your benefit amount by the greater of 10% of your benefit amount or \$10,000 every year until you reach your maximum amount, without providing Evidence of Insurability. If Evidence of Insurability is applied for and denied, please be aware Guaranteed Increase in Benefits will not be made available to you in the future. | | | | | | |
| Life Event Benefit: | You may be able to add coverage or increase your benefit amount if you apply within 31 days from the date of a life event. Examples of a life event include marriage, the birth of a child, or adoption. | | | | | | |
| Continuation of Coverage Options: | | | | | | | |
| Portability | Should your coverage terminate for any reason, you may be eligible to take this term life insurance with you without providing Evidence of Insurability. You must apply within 31 days from the last day you are eligible. The Portability option is available until you reach age 70. | | | | | | |
| | OR | | | | | | |
| Conversion | Should your life insurance coverage, or a portion of it, cease for any reason, you may be eligible to convert your Group Term Coverage to Individual Coverage without providing Evidence of Insurability. You must apply within 31 days from the last day you are eligible. | | | | | | |
| Accelerated Life Benefit: | If diagnosed with a terminal illness and have less than 12 months to live, you may apply to receive 25%, 50% or 75% of your life insurance benefit to use for whatever you choose. | | | | | | |
| Waiver of Premium: | If approved, this benefit waives your and your dependents' insurance premium in case you become totally disabled and are unable to collect a paycheck. | | | | | | |
| Reductions: | Upon reaching certain ages, your original benefit amount will reduce to a percentage as shown in the following schedule. The amounts of Dependent Life Insurance and Dependent AD&D Principal Sum will reduce according to the Employee's reduction schedule. | | | | | | |

| | | |
|-------------|-----|-----|
| Age: | 65 | 70 |
| Reduces To: | 65% | 50% |

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AUL's Voluntary AD&D Insurance Coverage for Eligible Employees

Accidental Death and Dismemberment Benefits: While insured under the Policy, if the Employee has an accident which results in a loss or condition shown below, if approved, AUL will pay the amount* shown opposite the loss or condition if the loss or condition occurs within 365 days from the date of the accident and AUL receives acceptable proof of loss or condition.

| Loss: | Amount Payable*: |
|---|---------------------------|
| Life: | AD&D Principal Sum |
| Both Hands or Both Feet or Sight of Both Eyes | AD&D Principal Sum |
| Speech and Hearing | AD&D Principal Sum |
| One Hand and One Foot | AD&D Principal Sum |
| One Hand and Sight of One Eye | AD&D Principal Sum |
| One Foot and Sight of One Eye | AD&D Principal Sum |
| Sight of One Eye | 1/2 of AD&D Principal Sum |
| One Hand or One Foot | 1/2 of AD&D Principal Sum |
| Speech or Hearing | 1/2 of AD&D Principal Sum |
| Thumb and Index Finger | 1/4 of AD&D Principal Sum |

| Conditions: | Amount Payable*: |
|---|---------------------------|
| Quadriplegia or Loss of Use of Upper and Lower Limbs of the Body | AD&D Principal Sum |
| Paraplegia or Loss of Use of Both Lower Limbs of the Body | 1/2 of AD&D Principal Sum |
| Hemiplegia or Loss of Use of Upper and Lower Limbs on the Same Side of the Body | 1/2 of AD&D Principal Sum |
| Monoplegia or Loss of Use of One Limb of the Body | 1/4 of AD&D Principal Sum |
| Severe Burns | AD&D Principal Sum |

*AUL will only pay a benefit for either paralysis or loss of a limb, but not a benefit for both. The total amount payable will never exceed the AD&D Principal Sum for all losses or conditions sustained by the Employee. **In no event will the total of all Additional Accidental Death Benefits payable exceed 100% of an Employee's AD&D Principal Sum.**

Accidental Death and Dismemberment Exposure Benefit: If an Employee is unavoidably exposed to heat or cold as a direct result of a covered accident, and as a direct result of the exposure, the Employee suffers a loss for which benefits would be payable under this Section, an AD&D benefit will be paid, if approved. Any loss associated with exposure to heat or cold must occur within 365 days of the accident.

Accidental Death and Dismemberment Disappearance Benefit: If an Employee is an occupant in a vessel, vehicle, or plane at the time of accidental destruction, sinking, or disappearance of the vessel, vehicle, or plane and the Employee's body cannot be found within one year of the date of the accidental destruction, sinking, or disappearance, the Employee will be presumed to have died. AUL will only presume Accidental Death if: 1) there is no evidence to the contrary; 2) there is a determination by the appropriate governmental authorities or court issuing a valid and legally binding determination that the Employee has died; 3) a certified copy of the governmental authority findings or court order is provided to AUL; and 4) benefits would have been paid assuming a death certificate could have been issued if the body was recovered.

Additional Accidental Death Benefits:

Accidental Death and Dismemberment Seat Belt Benefit: If approved, AUL will pay an Additional Accidental Death Benefit if the Employee dies as a result of a non-occupational automobile accident while properly wearing a Seat Belt at the time of the accident. The Seat Belt Benefit is 10% of the Employee's AD&D Principal Sum or \$25,000, whichever is less.

Accidental Death and Dismemberment Air Bag Benefit: If approved, AUL will pay an Additional Accidental Death Benefit if the Employee dies as a result of a non-occupational Automobile accident while the Employee is properly wearing a Seat Belt at the time of the accident and the Air Bag deployed properly at the time of the accident. The Air Bag Benefit is 10% of the Employee's AD&D Principal Sum or \$5,000, whichever is less.

Accidental Death and Dismemberment Repatriation Benefit: If approved, AUL will pay an Additional Accidental Death Benefit if the Employee dies either greater than 200 miles away from his principal place of residence or is outside of the country at the time of Accidental Death. The Repatriation Benefit equals the lesser of: a) Reasonable Expenses for transportation of the Employee's body to a funeral home or mortuary near the Employee's principal place of residence; b) \$5,000; or c) 10% of the Employee's AD&D Principal Sum.

Accidental Death and Dismemberment Child Higher Education Benefit: If approved, AUL will pay an Additional Accidental Death Benefit for Education Expenses that are incurred and paid after the Employee's Accidental Death. The Child Higher Education Benefit payment will be no more than \$4,000 for each Eligible Student per Academic Year for Education Expenses. The cumulative benefit payments for all eligible students will not exceed the lesser of: a) \$20,000; or b) 10% of the Employee's AD&D Principal Sum.

Accidental Death and Dismemberment Child Care Benefit: If approved, AUL will pay an Additional Accidental Death Benefit for Child Care Expenses incurred and paid after the Employee's Accidental Death. The Child Care Benefit payment will be no more than \$4,000 for each Eligible Child per calendar year for Child Care expenses. The cumulative benefit payments for all Eligible Children will not exceed the lesser of: a) \$20,000, or b) 10% of the Employee's AD&D Principal Sum.

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Voluntary Term Life including matching AD&D Coverage
Semi-Monthly Payroll Deduction Illustration

About your benefit options:

- You may select a minimum benefit of \$10,000 up to a maximum amount of \$500,000, in increments of \$1,000, not to exceed 5 times your annual base salary only, rounded to the next higher \$10,000.
- Amounts requested above \$150,000 for an Employee, \$30,000 for a Spouse, or any amount not requested timely will require Evidence of Insurability.
- Employee must select coverage to select any Dependent coverage.
- Dependent coverage cannot exceed 50% of the Voluntary Term Life amount selected by the Employee.
- A Spouse must be under age 70 to be eligible for benefits.

EMPLOYEE ONLY OPTIONS
(based on Employee's age as of 01/01)

| Life & AD&D | 0-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | 75+ |
|-------------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|----------|----------|
| \$10,000 | \$0.58 | \$0.58 | \$0.58 | \$0.63 | \$0.73 | \$1.03 | \$1.53 | \$2.43 | \$3.98 | \$5.98 | \$9.03 | \$15.83 | \$15.83 |
| \$20,000 | \$1.15 | \$1.15 | \$1.15 | \$1.25 | \$1.45 | \$2.05 | \$3.05 | \$4.85 | \$7.95 | \$11.95 | \$18.05 | \$31.65 | \$31.65 |
| \$30,000 | \$1.73 | \$1.73 | \$1.73 | \$1.88 | \$2.18 | \$3.08 | \$4.58 | \$7.28 | \$11.93 | \$17.93 | \$27.08 | \$47.48 | \$47.48 |
| \$40,000 | \$2.30 | \$2.30 | \$2.30 | \$2.50 | \$2.90 | \$4.10 | \$6.10 | \$9.70 | \$15.90 | \$23.90 | \$36.10 | \$63.30 | \$63.30 |
| \$50,000 | \$2.88 | \$2.88 | \$2.88 | \$3.13 | \$3.63 | \$5.13 | \$7.63 | \$12.13 | \$19.88 | \$29.88 | \$45.13 | \$79.13 | \$79.13 |
| \$60,000 | \$3.45 | \$3.45 | \$3.45 | \$3.75 | \$4.35 | \$6.15 | \$9.15 | \$14.55 | \$23.85 | \$35.85 | \$54.15 | \$94.95 | \$94.95 |
| \$70,000 | \$4.03 | \$4.03 | \$4.03 | \$4.38 | \$5.08 | \$7.18 | \$10.68 | \$16.98 | \$27.83 | \$41.83 | \$63.18 | \$110.78 | \$110.78 |
| \$80,000 | \$4.60 | \$4.60 | \$4.60 | \$5.00 | \$5.80 | \$8.20 | \$12.20 | \$19.40 | \$31.80 | \$47.80 | \$72.20 | \$126.60 | \$126.60 |
| \$90,000 | \$5.18 | \$5.18 | \$5.18 | \$5.63 | \$6.53 | \$9.23 | \$13.73 | \$21.83 | \$35.78 | \$53.78 | \$81.23 | \$142.43 | \$142.43 |
| \$100,000 | \$5.75 | \$5.75 | \$5.75 | \$6.25 | \$7.25 | \$10.25 | \$15.25 | \$24.25 | \$39.75 | \$59.75 | \$90.25 | \$158.25 | \$158.25 |

SPOUSE ONLY OPTIONS
(based on Employee's Age as of 01/01)

| Life & AD&D | 0-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 |
|-------------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|
| \$5,000 | \$0.30 | \$0.30 | \$0.30 | \$0.32 | \$0.37 | \$0.52 | \$0.77 | \$1.22 | \$2.00 | \$3.00 | \$4.52 |
| \$10,000 | \$0.58 | \$0.58 | \$0.58 | \$0.63 | \$0.73 | \$1.03 | \$1.53 | \$2.43 | \$3.98 | \$5.98 | \$9.03 |
| \$15,000 | \$0.87 | \$0.87 | \$0.87 | \$0.95 | \$1.10 | \$1.55 | \$2.30 | \$3.65 | \$5.97 | \$8.97 | \$13.55 |
| \$20,000 | \$1.15 | \$1.15 | \$1.15 | \$1.25 | \$1.45 | \$2.05 | \$3.05 | \$4.85 | \$7.95 | \$11.95 | \$18.05 |
| \$25,000 | \$1.45 | \$1.45 | \$1.45 | \$1.57 | \$1.82 | \$2.57 | \$3.82 | \$6.07 | \$9.95 | \$14.95 | \$22.57 |
| \$30,000 | \$1.73 | \$1.73 | \$1.73 | \$1.88 | \$2.18 | \$3.08 | \$4.58 | \$7.28 | \$11.93 | \$17.93 | \$27.08 |

CHILD(REN) OPTIONS
(Premium shown for Child(ren) reflects the cost for all eligible dependent children)

| | Child(ren) 6 months to age 19, or 25 if full-time student | Child(ren) live birth to 6 months | Semi-monthly Payroll Deduction Amount |
|-----------|--|--------------------------------------|--|
| Option 1: | \$2,500 | \$1,000 | \$0.34 |
| Option 2: | \$5,000 | \$1,000 | \$0.69 |
| Option 3: | \$10,000 | \$1,000 | \$1.38 |

About Premiums: The premiums shown above may vary slightly due to rounding; actual premiums will be calculated by American United Life Insurance Company® (AUL), and may increase upon reaching certain age brackets, according to contract terms, and are subject to change.

This invitation to inquire allows eligible employees an opportunity to inquire further about AUL's group insurance and is limited to a brief description of any losses for which benefits are payable. The contract has exclusions, limitations reduction of benefits, and terms under which the contract may be continued in force or discontinued.

Why should you consider purchasing disability insurance protection at your workplace?

Approximately every 7 seconds, a working-age American suffers a disabling injury or illness that will last for at least one month.

(Source: America's Disability Counter, DisabilityCounter.org)

65 percent of employees could not pay their bills for more than a year without an income.

(Source: CDA 2013 Employer Disability Awareness Study, p. 10)

For every 17 working Americans, 1 is disabled.

(Source: U.S. Social Security Administration, Source: CDA 2014 Employer Disability Awareness Study, p. 6)

Many of us lead busy lives and seldom take time to think about life's risks. Consider the following reasons many people purchase disability insurance:

- Lost wages
- Daily living expenses, such as:
 - Mortgage / rent
 - Utilities
 - Car
 - Food
 - Childcare
 - Eldercare
 - Hobbies
 - Pet care
- Ongoing medical expenses

Advantages of shopping at work include:

- Affordable group rates
- Convenient payroll deduction
- Guaranteed issue for timely applicant
- Easy access

Worksite Disability Short Term Insurance Coverage for Eligible Employees
Semi-Monthly Payroll Deduction Illustration

About your benefit options:

- Short Term Disability (STD) benefits are illustrated weekly and are paid on a weekly basis.
- Amounts not requested timely will require Evidence of Insurability.
- Benefit amounts are based upon a percentage of covered earnings. Potential benefits are reduced by other income offsets including but not limited to Social Security benefits.

| | Benefit Percentage | Maximum Weekly Benefit | Elimination Period | Maximum Benefit Duration | Pre-Existing Condition Period |
|----------------|-------------------------------|---------------------------------------|-------------------------------|---|--|
| Option 1 - WDS | 60% | \$1,000 | 14/14 | 11 weeks | 3/12 |

To Determine Your Estimated Weekly Benefit:

1. Enter your Weekly Salary:_____
2. Multiply Step 1 by 60%:_____. If this number is less than \$1,000, this is your estimated Weekly Benefit. If this number is \$1,000 or greater, your estimated Weekly Benefit is \$1,000.

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Worksite Disability Short Term Insurance Coverage for Eligible Employees

Payroll Deduction Illustration

Steps to Calculate Semi-monthly Deduction (Class 1)

*Example Opt 1
WDS

Note: Please use the following formula to calculate the cost for this benefit. You can only elect one WDS plan option.

1A: Enter your Weekly Salary \$480 _____

1B: Multiply Step 1A by (Benefit %) (0.6) \$288 (0.6) _____

1C: Maximum Covered Weekly Benefit \$1,000 \$1,000

1D: Enter the lesser amount of 1B or 1C \$288 _____

2. Divide Step 1D by 10 \$28.80 _____

3. Enter Rate from chart below X \$0.56 X _____

4. Multiply Step 2 by Step 3 (Mo Prem) = \$16.13 = _____

5. Multiply Step 4 by 12 and divide by 24 = \$8.06 = _____

to get Semi-monthly Deduction Amount

*Example: Based on an Employee Age 36 with an annual salary of \$25,000 choosing Opt 1

Monthly Premium Rates per \$10 of Covered Weekly Benefit (Based on Age as of 1/1)

| Age Brackets: | Opt 1 WDS |
|------------------|--------------|
| 0 - 19 | \$.560 |
| 20 - 24 | \$.560 |
| 25 - 29 | \$.560 |
| 30 - 34 | \$.560 |
| 35 - 39 | \$.560 |
| 40 - 44 | \$.560 |
| 45 - 49 | \$.560 |
| 50 - 54 | \$.560 |
| 55 - 59 | \$.560 |
| 60 - 64 | \$.560 |
| 65 - 69 | \$.560 |
| 70 - 74 | \$.560 |
| 75 + | \$.560 |

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Worksite Short Term Disability Terms and Definitions

| | |
|--|--|
| Eligible Employees: | This benefit is available for employees who are actively at work on the effective date and working a minimum of 32 hours per week. |
| Flexible Choices: | Since everyone's needs are different, these plans offer flexibility for you to choose a benefit option that fits your income replacement needs and budget. |
| Guaranteed Issue: | If you enroll timely, you may be eligible for coverage without having to answer any health questions. If you decline insurance coverage now and decide to enroll later, you will need to provide Evidence of Insurability. |
| Timely Enrollment: | Enrolling timely means you have enrolled during the initial enrollment period when benefits were first offered by AUL, or as a newly hired employee within 31 days following completion of any applicable waiting period. |
| Evidence of Insurability: | If you do not enroll timely, you will need to submit a Statement of Insurability form for review. Based on health history, you will be approved or declined by AUL. |
| Portability: | Should your coverage terminate, you may be eligible to take this disability insurance with you without providing Evidence of Insurability. You must apply within 31 days from the last day you are eligible. |
| Waiver of Premium: | If approved, this benefit waives your Disability insurance premium in case you become disabled and are unable to collect a paycheck. |
| Elimination Period: | This is a period of consecutive days of disability before benefits may become payable under the contract. |
| Total Disability: | You are considered disabled if, because of injury or sickness, you cannot perform the material and substantial duties of regular job, you are not working in any occupation and are under the regular attendance of a physician for that injury or sickness. |
| Partial Disability: | You may be paid a partial disability benefit, if because of injury or sickness, you are unable to perform every material and substantial duty of regular job on a full-time basis, are performing at least one of the material and substantial duties of regular job, or another occupation, on a full or part-time basis, and are earning less than 80% of your pre-disability earnings due to the same injury or sickness. Partial Disability is applicable to option 1. |
| Residual: | The elimination period can be satisfied by total disability, partial disability, or a combination of both. Residual is applicable to option 1. |
| Integration: | The method by which your benefit may be reduced by Other Income Benefits. Integration is applicable to option 1. |
| Offset: | An offset is an amount that reduces your benefit amount by amounts you receive from other sources for your disability and will be specified in the contract. Offsets are applicable to option 1. |
| Pre-Existing Condition Limitations: | The pre-existing period is 3/12. Certain disabilities are not covered if the cause of the disability is traceable to a condition existing prior to your effective date of coverage. A pre-existing condition is any condition for which a person would have received medical treatment or consultation, taken or were prescribed drugs or medicine, or received care or services, including diagnostic measures, within a time-frame specified in the contract. You must also be treatment-free for a time-frame specified in some contracts following your individual effective date of coverage. |
| About Your Benefits: | Short Term Disability (STD) benefits are illustrated weekly and are paid on a weekly basis. |

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Worksite Disability Long Term Insurance Coverage for Eligible Employees
Semi-Monthly Payroll Deduction Illustration

About your benefit options:

- Long Term Disability (LTD) benefits are illustrated and paid on a monthly basis.
- Amounts not requested timely will require Evidence of Insurability.
- Maximum benefit amounts are based upon a percentage of covered earnings. Potential benefits are reduced by other income offsets including but not limited to Social Security benefits.

| | Benefit Percentage | Maximum Monthly Benefit | Elimination Period | Maximum Benefit Duration | Pre-Existing Condition Period |
|----------------|-------------------------------|--|-------------------------------|---|--|
| Option 1 - WDL | 60% | \$5,000 | 90/90 | SSFRA | 12/12 |

To Determine Your Estimated Monthly Benefit:

1. Enter your Monthly Salary:_____.
2. Multiply Step 1 by 60%:_____. If this number is less than \$5,000, this is your estimated Monthly Benefit. If this number is \$5,000 or greater, your estimated Monthly Benefit is \$5,000.

About Premiums: The premiums shown above may vary slightly due to rounding; actual premiums will be calculated by American United Life Insurance Company® (AUL), and may increase upon reaching certain age brackets, according to contract terms, and are subject to change.

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Worksite Disability Long Term Insurance Coverage for Eligible Employees

Payroll Deduction Illustration

Steps to Calculate Semi-monthly Deduction (Class 1)

*Example Opt 1
WDL

Note: Please use the following formula to calculate the cost for this benefit. You can only elect one WDL plan option.

| | | |
|---|-----------------|----------------|
| 1A: Enter your Monthly Salary | <u>\$2,083</u> | _____ |
| 1B: Maximum Covered Monthly Earnings | <u>\$8,333</u> | <u>\$8,333</u> |
| 1C: Enter the lesser amount of 1A or 1B | <u>\$2,083</u> | _____ |
| 2. Divide Step 1C by 100 | <u>\$20.83</u> | _____ |
| 3. Enter Rate from chart below | <u>X</u> \$0.24 | <u>X</u> _____ |
| 4. Multiply Step 2 by Step 3 (Mo Prem) | <u>= \$5.00</u> | <u>=</u> _____ |
| 5. Multiply Step 4 by 12 and divide by 24 | <u>= \$2.50</u> | <u>=</u> _____ |

to get Semi-monthly Deduction Amount

*Example: Based on an Employee Age 36 with an annual salary of \$25,000 choosing Opt 1

Monthly Premium Rates per \$100 of Covered Monthly Earnings (Based on Age as of 1/1)

| Age Brackets: | Opt 1 WDL |
|------------------|--------------|
| 0 - 19 | \$.130 |
| 20 - 24 | \$.130 |
| 25 - 29 | \$.150 |
| 30 - 34 | \$.210 |
| 35 - 39 | \$.240 |
| 40 - 44 | \$.480 |
| 45 - 49 | \$.670 |
| 50 - 54 | \$.900 |
| 55 - 59 | \$1.000 |
| 60 - 64 | \$1.160 |
| 65 - 69 | \$1.090 |
| 70 - 74 | \$1.100 |
| 75 + | \$1.100 |

About Premiums: The premiums shown above may vary slightly due to rounding; actual premiums will be calculated by American United Life Insurance Company® (AUL), and may increase upon reaching certain age brackets, according to contract terms, and are subject to change.

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Worksite Long Term Disability Terms and Definitions

| | |
|--|---|
| Eligible Employees: | This benefit is available for employees who are actively at work on the effective date and working a minimum of 32 hours per week. |
| Flexible Choices: | Since everyone's needs are different, these plans offer flexibility for you to choose a benefit option that fits your income replacement needs and budget. |
| Guaranteed Issue: | If you enroll timely, you may be eligible for coverage without having to answer any health questions. If you decline insurance coverage now and decide to enroll later, you will need to provide Evidence of Insurability. |
| Timely Enrollment: | Enrolling timely means you have enrolled during the initial enrollment period when benefits were first offered by AUL, or as a newly hired employee within 31 days following completion of any applicable waiting period. |
| Evidence of Insurability: | If you do not enroll timely, you will need to submit a Statement of Insurability form for review. Based on health history, you will be approved or declined by AUL. |
| Portability: | Should your coverage terminate, you may be eligible to take this disability insurance with you without providing Evidence of Insurability. You must apply within 31 days from the last day you are eligible. |
| Waiver of Premium: | If approved, this benefit waives your Disability insurance premium in case you become disabled and are unable to collect a paycheck. |
| Elimination Period: | This is a period of consecutive days of disability before benefits may become payable under the contract. |
| Total Disability: | You are considered disabled if, because of injury or sickness, you cannot perform the material and substantial duties of regular occupation, you are not working in any occupation and are under the regular attendance of a physician for that injury or sickness. |
| Partial Disability: | You may be paid a partial disability benefit, if because of injury or sickness, you are unable to perform every material and substantial duty of regular occupation on a full-time basis, are performing at least one of the material and substantial duties of regular occupation, or another occupation, on a full or part-time basis, and are earning less than 80% of your pre-disability earnings due to the same injury or sickness. Partial Disability is applicable to option 1. |
| Residual: | The elimination period can be satisfied by total disability, partial disability, or a combination of both. Residual is applicable to option 1. |
| Return to Work: | You may be able to return to work for a specified time period without having your partial disability benefits reduced according to the contract. The Return to Work Benefit is offered up to a maximum of 12 months. Return to Work is applicable to option 1. |
| Integration: | The method by which your benefit may be reduced by Other Income Benefits. Integration is applicable to option 1. |
| Offset: | An offset is an amount that reduces your benefit amount by amounts you receive from other sources for your disability and will be specified in the contract. Offsets are applicable to option 1. |
| Pre-Existing Condition Limitations: | The pre-existing period is 12/12. Certain disabilities are not covered if the cause of the disability is traceable to a condition existing prior to your effective date of coverage. A pre-existing condition is any condition for which a person would have received medical treatment or consultation, taken or were prescribed drugs or medicine, or received care or services, including diagnostic measures, within a time-frame specified in the contract. You must also be treatment-free for a time-frame specified in some contracts following your individual effective date of coverage. |
| About Your Benefits: | Long Term Disability (LTD) benefits are illustrated and paid on a monthly basis. |

This invitation to inquire allows eligible employees an opportunity to inquire further about AUL's group insurance and is limited to a brief description of any losses for which benefits are payable. The contract has exclusions, limitations reduction of benefits, and terms under which the contract may be continued in force or discontinued.

3 Reasons to **stop** and **consider** before you decide not to apply for coverage **now**:

1. A missed opportunity

You will lose your only chance to apply for group insurance coverage without having to first undergo medical underwriting.

2. You may not be approved

If you have any current or future medical conditions, you may not be approved for any type of coverage at a later date. Evidence of Insurability will be required.

3. A longer waiting period

If you decide in the future you want to apply for group insurance coverage, you will have to wait until the next enrollment period to apply.

Group Enrollment Form

American United Life Insurance Company®
a ONEAMERICA® company
One American Square, P.O. Box 6123
Indianapolis, IN 46206-6123
(800) 553-5318
www.employeebenefits.aul.com



| | | | | | |
|--|-----------------------------------|--|---|--|--|
| Applicant's Full Legal Name: | | | Employment Status: <input type="checkbox"/> Active <input type="checkbox"/> Retired | | |
| Applicant's Social Security Number: | Date of Birth: | Marital Status: <input type="checkbox"/> Single <input type="checkbox"/> Married | | Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female | |
| Applicant's State of Residence: | Applicant's Residential Zip Code: | Employer: Clinton County | | | |
| Applicant's Telephone Number: (normal business hours): () - - - | Applicant's E-mail Address: | | | Employed Full-Time: <input type="checkbox"/> Yes <input type="checkbox"/> No | |
| | | | Are you authorized to work and reside in the US? <input type="checkbox"/> Yes <input type="checkbox"/> No | | |

COVERAGE BEING APPLIED FOR: Apply for or decline each desired coverage listed below. Not checking a box or boxes will be considered a declination of that coverage.

Request Decline

[X] [] Basic Term Life/AD&D

[] [] Voluntary Term Life/AD&D volume \$ _____

[] [] *Voluntary Term Dependent Life/AD&D Coverage Spouse Volume \$ _____ Child - Option # _____

[] [] Worksite Disability Short term

[] [] Worksite Disability Long term

*If spouse is included in dependent coverage: Name _____ Date of birth _____.

NOTE: Coverage is only offered and available to eligible Dependents who are authorized to reside in the United States.

For AUL Term Life Coverages, identify your Beneficiary Designation to ensure proceeds can be paid according to your wishes.

| | | |
|---------------------------------|---------------|--------------------|
| Name of Primary Beneficiary: | Relationship: | SSN/Date of Birth: |
| Name of Contingent Beneficiary: | Relationship: | SSN/Date of Birth: |

- I hereby apply for the requested group life and/or disability insurance coverage for which I and my dependents, if any, are eligible and available under AUL's policy. I understand receipt of any coverage greater than the guaranteed issue amount or application for coverage after the approved enrollment period first requires medical underwriting and written approval by AUL.
- I authorize my employer to deduct from my wages the amount of premium required for the amount of coverage approved by AUL, including any premium increases due to age bracket or salary changes when applicable. Premium payments greater than the amount of premium owed will not result in additional coverage under AUL's policy.
- The undersigned represents any information or documents provided to AUL by the undersigned prior to and after the date of the application for insurance and the facts and other matters contained in the foregoing are true and accurate to the best of the undersigned's knowledge and belief.

The undersigned understands and agrees 1. any insurance coverage or benefit are contingent upon any statements made to AUL as being complete and correct and 2. benefits under any group life or disability insurance policy will be paid only if AUL or its third party administrator decides in its discretion the applicant is entitled to them. The undersigned have read, understand, and retained the notices, limitations, and exclusions for his/her records.

- Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance may be guilty of a crime and may be subject to fines and confinement in prison.

Signature of Applicant: _____ **Date:** _____

| | | | | | |
|--|---|-----------|-----------------------------|-------------|-----------------------------|
| MUST BE COMPLETED BY THE EMPLOYER | Group Policy #: | Class # : | Employer: Clinton County | Occupation: | Employer's State: OH |
| | Salary: _____ Mode: [] Hourly [] Weekly [] Bi-Weekly [] Semi-Monthly [] Monthly [] Annually F/T Requirements (hours, days, weeks, etc.): _____ | | | | Date Hired Full Time: _____ |

Notices and Limitations for Group Life and Disability Insurance Products

Products and financial services provided by
American United Life Insurance Company®
a ONEAMERICA® company
One American Square, P.O. Box 6123
Indianapolis, IN 46206-6123
(800) 553-5318
www.oneamerica.com



Eligibility for Coverage ¹:

An eligible Employee is a full-time Employee legally authorized to work and reside in the United States. Eligible Employees cannot be considered a part-time, temporary or seasonal Employee. If any eligible Employee is not Actively at Work on the contract Effective Date, group insurance coverage for that Employee will not exist until he/she returns to full-time active work. After the initial enrollment period, an Employee may apply for coverage under another available AUL coverage option during an AUL approved scheduled enrollment period. However, any amount of coverage requested will then require satisfactory Evidence of Insurability prior to approval.

(The Following Paragraph Applies to Life Coverages Only.)

Any coverage for a spouse or children cannot become effective before the Employee's coverage is approved. If a spouse or child is confined in a medical facility, rehabilitation center, convalescent care facility, nursing home or correctional facility on the date an employee's coverage is approved, that Dependent coverage will not become effective until the spouse or child is released from such confinement and pursuant to the contract provisions. Before coverage for any incapacitated Dependent child older than the normal termination age can be considered, the Employee must apply in writing to AUL before or on the Employee's Effective Date of coverage.

Community Property Notice:

The laws of some community property states may not allow an Employee to name a beneficiary other than his/her spouse without the spouse's written consent. Community property states currently include Arizona, California, Idaho, Louisiana, New Mexico, Nevada, Texas, Washington, and Wisconsin. If AUL has not previously received written notice of a community property interest, then AUL shall be entitled to rely upon its good faith that no such interest exists. AUL assumes no responsibility of inquiry regarding such interest and, in consideration of acknowledgement of this designation, the insured person, for himself/herself and his/her estate, heirs, successors and assigns, agrees to indemnify AUL and hold it harmless from the consequences of acknowledging this beneficiary designation.

Effective Date and Claims Payment Notice:

No insurance coverage shall exist or become effective until approved in writing by American United Life Insurance Company® (AUL) at its Indianapolis, Indiana home office. Coverage continues while required premiums are paid and the Employer receives coverage under the AUL group contract. Premium rates do increase upon reaching certain age brackets, according to contract terms, and are subject to change. AUL shall not be liable or responsible for any loss incurred prior to the effective date of coverage for any insured. Any benefit payable under the contract is based on a percentage of an Employee's covered earnings subject to AUL's approval, contract maximums, contract reductions, and according to contract terms and conditions.

Arbitration Notice, if Applicable ²:

Coverage under the group insurance contract for which you have applied may include a binding or nonbinding arbitration agreement. The arbitration agreement requires that any disagreement related to this contract must first be resolved by arbitration and not in a court of law. The results of the arbitration can be final and binding on you and the insurance company. In an arbitration, an arbitrator, who is an independent, neutral party, gives a decision after hearing the positions of the parties. When you accept coverage under this insurance contract you agree to first resolve any disagreement related to the contract by arbitration instead of a trial in court including a trial by jury (note that some states may not allow mandatory arbitration). Arbitration takes the place of resolving disputes by a judge and jury and the decision of the arbitrator often cannot be reviewed in court by a judge and jury.

Required Notices Regarding Certain Contract Limitations³ and Exclusions⁴

Life Limitations/Exclusions:

Suicide Limitation, if applicable:

If any insured approved for coverage, commits suicide, while sane or insane:⁵ 1) within two years⁶ from the effective date of this policy, the benefits payable will be limited to the premiums paid; or 2) two or more years after the effective date of this policy, but within two years of the effective date of an increase in the amount of coverage previously obtained, the benefits payable will be limited to the coverage obtained prior to the effective date of the increase, if any, plus the premiums paid for the increased coverage.

¹ Any coverage offered by AUL prior to and after the Effective Date of coverage is contingent upon information and documents received by AUL being accurate and reliable.

² Contracts covering insureds residing in KS, LA, MO, MT, NE, OK and SD do not have arbitration provisions. Contracts covering insureds residing in AR, CA, CT, FL, ME, NJ, NM, VA, WA, WV and WY do not have binding arbitration provisions. Contracts covering insureds in KY and NH do not allow any type of arbitration in Life Insurance and Annuity contracts. Contracts in TX do not include an arbitration provision.

³ Limitations may vary by state.

⁴ The policy has exclusions, limitations, reduction of benefits, and terms under which the policy may be continued in force or discontinued. The policy may contain a waiting or elimination period between the effective date of the policy and the effective date of coverage, and a time period between the date a loss occurs and the date benefits begin to be payable for the loss.

⁵ In Colorado suicide/attempted suicide while insane does not apply.

⁶ 1 year for insureds residing in Colorado and North Dakota.

Accelerated Life Benefit, if Applicable:

Certain insured individuals diagnosed with a terminal condition may be eligible to request payment of an Accelerated Life Benefit under the group life insurance contract. A terminal condition is an injury or sickness that despite appropriate medical care is reasonably expected to result in the Person's death within a specified time frame following the date of the Accelerated Life Benefit payment, as determined by AUL. After payment of Accelerated Life Benefits, the amount of the Person's life insurance payable at death to the Person's beneficiary will equal the amount of the Person's life insurance if no Accelerated Life Benefit payment had been made minus the amount of the Accelerated Life Benefit payment minus an interest charge.

The Accelerated Life Benefit offered under the contract may or may not qualify for favorable tax treatment under the Internal Revenue Code of 1986. Whether such benefits qualify depends on factors such as the Person's life expectancy at the time benefits are accelerated or whether the Person uses the benefits to pay for necessary long-term care expenses, such as nursing home care. If the Accelerated Life Benefits qualify for favorable tax treatment, the benefits will be excludable from the Person's income and not subject to federal taxation. Tax laws relating to Accelerated Life Benefits are complex. The Person is advised to consult with a qualified tax advisor about circumstances under which he/she could receive Accelerated Life Benefits excludable from income under federal law.

Receipt of Accelerated Life Benefits may affect a Person's, his/her spouse's, or his/her family's eligibility for public assistance programs such as medical assistance (Medicaid), Aid to Families with Dependent Children (AFDC), supplementary social security income (SSI), and drug assistance programs. The Person is advised to consult with a qualified tax advisor and with social service agencies concerning how receipt of such a payment will affect a Person's, his/her spouse's, or his/her family's eligibility for public assistance.

Disability Limitations/Exclusions:**Pre-existing Condition Limitation:**

Certain disabilities are not covered if the cause of the disability is traceable to a condition existing prior to the insured's effective date of coverage. A pre-existing condition is any condition for which a person has done any of the following at any time, during the period of time stated in the contract, whether or not that condition is diagnosed at all or is misdiagnosed during that period of time: a) received medical treatment or consultation; b) taken or was prescribed drugs or medicine; or c) received care or services, including diagnostic measures. Insureds must also be treatment-free for a time-frame specified in some contracts following the individual effective date of coverage.

Other Income Benefits:

The benefits under the group disability insurance contract are subject to reduction due to other sources of income. Types of other sources of income that may result in a reduction of the benefits payable under the contract include but are not limited to: any amount received under any Worker's or Workmen's Compensation Law, any amount received under any Occupational Disease Law, any disability income benefits received under any Compulsory Benefit Act or Law, any disability income benefits received under any other group insurance plan of the employer, any disability or retirement benefits received under the employer's retirement plan, any amount of disability or retirement benefits received under the United States Social Security Act, any amount of disability or retirement benefits received under the Railroad Retirement Act, any earnings received from the employer after the contract's elimination period has been completed, any amounts received under the employer's salary continuance plan and/or sick-leave plan, and any earnings received from any other occupation or employment while disabled and entitled to benefits under the contract.

Fraud Notice:

In OHIO any person who, with intent to defraud or knowing that he is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.