



Participant Fee Disclosure

AUL Retirement Services
Retirement Plan(s) of I.A.T.S.E. LOCAL NO. 6
Plan Number G50921

Products and financial services provided by

AMERICAN UNITED LIFE INSURANCE COMPANY[®] | a ONEAMERICA[®] company

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This document is being provided to you to make you aware of your rights and responsibilities with respect to the investment of assets held in, or contributed to, your Retirement Plan account.

It provides sufficient information regarding your Plan and its designated investment alternatives, including their related fees and expenses, to allow you to make informed decisions regarding the management of your account. As such, this document is intended to satisfy the obligations created by Regulation 2550.404a-5 issued by the U.S. Department of Labor (DOL). If you have questions about the information presented here, you should contact your Plan Administrator or the AUL Participant Services Center at 1-800-249-6269. A glossary to assist in understanding the terms used in this document can be found at www.oneamerica.com/investmentglossary.

The investment options available to you are contained in a group annuity contract(s) issued by American United Life Insurance Company (AUL). More detailed information on each of these options is shown in Exhibit A, but in general they consist of a fixed interest option and variable investment options provided through an AUL separate account. Contributions to the Plan(s) will be sent to AUL where they will be allocated to the investment options according to the directions received by AUL.

Investment Direction

Under the terms of your Plan(s), you have been given the responsibility to direct the investment of the funds contributed to your account. You can do this

- 1) Via Account Services (www.oneamerica.com)
- 2) Via OneAmerica TeleServe[®]
- 3) By completing an Investment Option Election Form.

If you do not direct the investment of your applicable Plan accounts, then your accounts will be invested in accordance with the default investment options established under the Plan(s). These default investments will be made in accordance with specific rules under which the fiduciaries of the Plan(s), including the Employer, the Trustee and the Plan Administrator, will be relieved of any legal liability for any losses resulting from the default investments. The Plan Administrator has, or will provide you with, a separate notice which details these default investments and your right to switch out of the default investment if you so desire. If you do not actively direct your contributions, it is your responsibility to use the transfer feature through the OneAmerica TeleServe[®] system or to log into your secure retirement services account using Account Services to re-direct any defaulted contributions made to your account (that you can direct), if applicable, into other investment options available for the Plan(s).

In addition, all or part of your account value may be transferred between the available investment options at any time, but no more frequently than once per day. You can initiate a transfer through the OneAmerica TeleServe[®] system or by registering for and then logging into Account Services. Transfers will be based on the market value of your account balance on the day the transfer is made, if received by 4 p.m. Eastern Time using Account Services. If your request is received after 4 p.m., your request will be processed and based on the market value of your account on the next business day.



Transfer Restrictions

There is a transfer restriction related to the Stable Value (SVA) investment. You may transfer up to one-hundred percent (100%) of the SVA balance at any time; however, that amount may not be transferred to a competing investment. After a transfer from the SVA to a non-competing investment, you must wait 90 days before you may transfer any money to the SVA or a competing investment.

A participant requesting a redemption with a value of \$5,000 or more from an American Funds investment option will be precluded from investing in that investment option until 30 days have elapsed since the date of the redemption transaction.

Voting Rights

AUL owns the shares of any mutual fund, collective investment trust, or other entity held in connection with the variable investment options offered under the group annuity contract(s). AUL exercises these voting rights at all shareholder meetings on all matters requiring shareholder voting. AUL's vote reflects the proxy instructions it receives in a timely manner from parties that hold the voting interest.

Annuity Options

The Plan(s) allows for an annuity form of benefit where you can elect to receive periodic payments that are guaranteed by AUL. The options available include:

- (a) Life Annuity. A monthly annuity payable as long as the annuitant lives.
- (b) Survivorship Annuity. A monthly annuity payable as long as the annuitant lives, but after the annuitant's death, all or a portion of the monthly annuity is paid to the contingent annuitant as long as the contingent annuitant lives.

The monthly benefit payable under any annuity option available from AUL will be determined by the greater of the annuity rates guaranteed under the AUL group annuity contract(s) or AUL's then-current annuity rates, and will depend on the type of option chosen by you, your age and the age of any contingent annuitant and the applicable interest rate. Your full vested account under the AUL group annuity contract(s) will be applied to the appropriate rate for the annuity option you choose. Once the first payment under the annuity is made, no changes can be made in the annuity payments. The payments set out in the annuity document are guaranteed by AUL subject to its long-term financial strength and claims-paying ability. This information can also be found under annuity options on our website at www.oneamerica.com/investmentglossary.

Fees and Expenses Information

There are three general categories of fees that can be applicable in connection with the services provided by AUL for you and your Plan Administrator and the investments options offered. They are:

- General administrative services provided to the Plan(s) by AUL
- Charges for processing certain individual transactions
- Fees that are related to the investment options offered in connection with the Plan(s).

These fees vary based on the services selected by your Plan Administrator and are set out in more detail in Exhibit B. In addition to the services selected by your Plan Administrator, you will receive quarterly statements, be provided financial recordkeeping, and have access to online services using the Account Services website.



Exhibit A: Investment Options

AUL allocates amounts to the Stable Value Account (SVA) as AUL is directed. Interest is credited daily from the date of the allocation to the SVA to the date of withdrawal from the SVA. Each year, at least 35 days prior to January 1, AUL declares a guaranteed rate for the SVA that applies for the subsequent calendar year. All monies in the SVA will earn interest at the guaranteed rate in effect. No guaranteed rate may be less than an annual effective interest rate of 0%. Thus, principal and interest accrued on all amounts invested in the SVA are guaranteed (although such amounts are subject to any applicable withdrawal charge).

Fixed Interest Investment Option

Your Plan(s) offers a fixed interest investment option (SVA). This option is backed by the general assets of AUL's general account and provides both a guarantee of principal and a lifetime minimum interest rate. Interest will be credited to amounts allocated to the AUL Stable Value Account SVA at the rate as of the date of this Participant Fee Disclosure of 1.00% or at a minimum guaranteed rate of 0.00%.

Variable Investment Option

Your Plan(s) offers the variable investment options shown below through an AUL separate account. These options will provide the opportunity to experience investment results similar to those of the securities that support and underlie the options. All balances held in these options are insulated from the claims of AUL's general creditors and can be used only for providing the benefits specified in the Plan(s) and Contract(s). Contributions allocated to these options are credited in units of the AUL separate account and AUL in turn purchases shares of the specific, corresponding securities. No contributions are directly invested into the mutual funds or collective investment trusts.

The following list provides the investment options available for your Plan(s). The expense ratio in the chart is the annual operating expenses of the underlying mutual fund divided by the average net assets of the underlying mutual fund. The expense ratio is retained by the investment management company. For prospectus information on your Plan's variable investment options, please use the drop down fund listing from the Retirement Services link found on www.oneamerica.com/prospectuses. If you want additional information about your investment options, including current interest rates and variable investment performance, you can go to the OneAmerica Account Services website or you can contact OneAmerica Customer Service at P.O. Box 368, Indianapolis, IN 46206-0368 and 317-285-1877. A free paper copy of the information available on the website can be obtained by contacting OneAmerica Customer Service at 317-285-1877.

NOTE: Investments having a superscript **F** (F) indicate that the investment is frozen, which means the investment will no longer accept future contributions.

Investment option performance as of 08/31/2022

| Investment Option Fix Int/Stable Value/Cash | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
|---|-----------------------|--------------------|--------------------------------|--------|--------|-------------------------|-----------------------------------|
| AUL Stable Value Account (STVL) | Fixed Int/Stable Val | 0.00 | \$0.00 | N/A | N/A | N/A | N/A |
| Investment Option Intermediate-Term Bonds | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| Fidelity Inflation Prot Bd Idx (CK43) | Inflation Protected B | 0.05 | \$0.50 | -6.14 | N/A | 3.90 | 04/25/2019 |
| Benchmark Morningstar US Treas Inflation-Protected Securities | | | | -5.63 | N/A | 3.88 | 04/25/2019 |



| Investment Option | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
|--|------------------|-----------------|--------------------------|--------|--------|----------------------|-----------------------------|
| Intermediate-Term Bonds | | | | | | | |
| Vanguard Int-Term Bond Idx Adm (CFWK) | Int Term Bond | 0.07 | \$0.70 | -12.45 | 0.81 | 1.48 | 12/08/2016 |
| Benchmark Morningstar US 5-10 yr Core Bond Index | | | | -11.39 | 0.52 | 1.09 | 12/08/2016 |
| Lord Abbett Bond Debenture R6 (CM4H) | Multisector Bond | 0.49 | \$4.90 | -11.88 | N/A | 0.21 | 10/17/2019 |
| Benchmark Morningstar US 5-10 yr Core Bond Index | | | | -11.39 | N/A | -1.76 | 10/17/2019 |
| AmerFds Cap World Bond R6 (CG4R) | World Bond | 0.48 | \$4.80 | -19.48 | -1.50 | -1.15 | 07/20/2017 |
| Benchmark Morningstar US 5-10 yr Core Bond Index | | | | -11.39 | 0.52 | 0.80 | 07/20/2017 |
| Investment Option | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| Balanced | | | | | | | |
| AmerFds American Balanced R6 (CFJH) | Balanced | 0.25 | \$2.50 | -9.41 | 6.95 | 7.70 | 12/08/2016 |
| Benchmark Morningstar Moderate Target Risk | | | | -13.75 | 4.85 | 6.06 | 12/08/2016 |
| AmerFds Income Fund of Amer R6 (CJ94) | Balanced | 0.25 | \$2.50 | -4.93 | N/A | 7.11 | 10/18/2018 |
| Benchmark Morningstar Moderate Target Risk | | | | -13.75 | N/A | 4.35 | 10/18/2018 |
| DFA Global 25/75 I (CFKY) | Balanced | 0.23 | \$2.30 | -7.17 | 2.92 | 3.24 | 12/08/2016 |
| Benchmark Morningstar Moderate Target Risk | | | | -13.75 | 4.85 | 6.06 | 12/08/2016 |
| TIAA-CREF Lifestyle Agg Gr Ins (CJMW) | Balanced | 0.65 | \$6.50 | -18.94 | N/A | 5.20 | 05/17/2018 |
| Benchmark Morningstar Moderate Target Risk | | | | -13.75 | N/A | 4.63 | 05/17/2018 |
| Vanguard Wellesley Income Adm (CG79) | Balanced | 0.16 | \$1.60 | -8.46 | 4.74 | 4.71 | 07/20/2017 |
| Benchmark Morningstar Moderate Target Risk | | | | -13.75 | 4.85 | 5.13 | 07/20/2017 |
| Investment Option | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| Large-Cap Stocks | | | | | | | |
| Putnam Large Cap Value R6 (CH7R) | Large Cap Value | 0.54 | \$5.40 | -2.29 | N/A | 10.16 | 04/26/2018 |
| Benchmark Russell 1000 Value Index | | | | -6.23 | N/A | 7.65 | 04/26/2018 |
| Fidelity 500 US Index (CJYG) | Large Cap Blend | 0.02 | \$0.20 | -11.24 | N/A | 10.30 | 08/23/2018 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | N/A | 10.60 | 08/23/2018 |
| Franklin DynaTech R6 (CKT4) | Large Cap Growth | 0.46 | \$4.60 | -36.60 | N/A | 12.37 | 01/24/2019 |
| Benchmark Russell 1000 Growth Index | | | | -19.07 | N/A | 18.29 | 01/24/2019 |
| Investment Option | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| Mid-Cap Stocks | | | | | | | |
| Nuveen Mid Cap Value R6 (CJ39) | Mid Cap Value | 0.75 | \$7.50 | -0.81 | N/A | 7.31 | 09/20/2018 |
| Benchmark Russell Mid Cap Value Index | | | | -7.80 | N/A | 6.24 | 09/20/2018 |
| Fidelity MidCap Index (CJYR) | Mid Cap Blend | 0.03 | \$0.30 | -14.82 | N/A | 7.38 | 08/23/2018 |
| Benchmark Russell Mid Cap Index | | | | -14.83 | N/A | 7.74 | 08/23/2018 |
| Franklin SMID Cap Growth R6 (CKVT) | Mid Cap Growth | 0.50 | \$5.00 | -33.53 | N/A | 11.37 | 01/24/2019 |
| Benchmark Russell Mid Cap Growth Index | | | | -26.71 | N/A | 12.72 | 01/24/2019 |
| Investment Option | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| Small-Cap Stocks | | | | | | | |
| DFA US Targeted Val I (CFMN) | Small Cap Value | 0.29 | \$2.90 | -1.16 | 9.06 | 6.93 | 12/08/2016 |
| Benchmark Russell 2000 Value Index | | | | -10.19 | 6.56 | 6.18 | 12/08/2016 |
| Fidelity Sm Cap Index (CJYN) | Small Cap Blend | 0.03 | \$0.30 | -17.80 | N/A | 3.19 | 08/23/2018 |
| Benchmark Russell 2000 Index | | | | -17.89 | N/A | 3.78 | 08/23/2018 |



| Investment Option Small-Cap Stocks | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
|---|-----------------------|-----------------|--------------------------|--------|--------|----------------------|-----------------------------|
| AmerCent Smcap Growth R6 (CRHF) | Small Cap Growth | 0.82 | \$8.20 | N/A | N/A | -6.27 | 01/27/2022 |
| Benchmark Russell 2000 Growth Index | | | | N/A | N/A | -31.55 | 01/27/2022 |
| Investment Option Foreign Stocks | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| AmerFds New World R6 (CFJR) | Diversified Emerg Mkt | 0.57 | \$5.70 | -25.72 | 4.31 | 7.59 | 12/08/2016 |
| Benchmark Morningstar Emerging Markets Index | | | | -19.48 | 1.79 | 5.74 | 12/08/2016 |
| AmerFds Intl Gr and Inc R6 (CJ9W) | Foreign Blend | 0.54 | \$5.40 | -21.83 | N/A | 3.33 | 10/18/2018 |
| Benchmark Morningstar Developed Markets Index | | | | -15.83 | N/A | 5.98 | 10/18/2018 |
| Investment Option World Stocks | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| AmerFds New Perspective R6 (CFJP) | World Stock | 0.41 | \$4.10 | -23.30 | 9.14 | 11.64 | 12/08/2016 |
| Benchmark Morningstar Developed Markets Index | | | | -15.83 | 7.37 | 9.18 | 12/08/2016 |
| Investment Option Specialty | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| Invesco Floating Rate ESG R6 (IFR6) | Specialty | 0.74 | \$7.40 | -1.03 | 3.07 | 3.13 | 06/22/2017 |
| Benchmark Russell 1000 Index | | | | -12.97 | 11.61 | 11.65 | 06/22/2017 |
| Investment Option Managed Asset Allocation | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
| AmerFds 2010 Trgt Date Ret R6 (CFHR) | Mgd Asset Allocation | 0.28 | \$2.80 | -7.43 | 4.44 | 5.10 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2015 Trgt Date Ret R6 (CFHT) | Mgd Asset Allocation | 0.29 | \$2.90 | -8.49 | 4.70 | 5.40 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2020 Trgt Date Ret R6 (CFHV) | Mgd Asset Allocation | 0.30 | \$3.00 | -9.20 | 5.03 | 5.84 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2025 Trgt Date Ret R6 (CFHW) | Mgd Asset Allocation | 0.31 | \$3.10 | -10.94 | 5.68 | 6.65 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2030 Trgt Date Ret R6 (CFHX) | Mgd Asset Allocation | 0.33 | \$3.30 | -12.51 | 6.33 | 7.50 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2035 Trgt Date Ret R6 (CFHY) | Mgd Asset Allocation | 0.35 | \$3.50 | -14.31 | 7.26 | 8.56 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2040 Trgt Date Ret R6 (CFH3) | Mgd Asset Allocation | 0.36 | \$3.60 | -15.75 | 7.53 | 8.87 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2045 Trgt Date Ret R6 (CFH4) | Mgd Asset Allocation | 0.37 | \$3.70 | -16.42 | 7.59 | 8.95 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2050 Trgt Date Ret R6 (CFH6) | Mgd Asset Allocation | 0.37 | \$3.70 | -17.26 | 7.54 | 8.93 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |



| Investment Option Managed Asset Allocation | Investment Type | Expense Ratio % | Expense Ratio per \$1000 | 1 year | 5 year | 10 year or inception | Investment option inception |
|---|----------------------|--------------------|--------------------------------|--------|--------|-------------------------|-----------------------------------|
| AmerFds 2055 Trgt Date Ret R6 (CFH7) | Mgd Asset Allocation | 0.38 | \$3.80 | -17.83 | 7.42 | 8.81 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2060 Trgt Date Ret R6 (CFH9) | Mgd Asset Allocation | 0.38 | \$3.80 | -18.03 | 7.36 | 8.75 | 12/08/2016 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | 11.83 | 12.77 | 12/08/2016 |
| AmerFds 2065 Trgt Date Ret R6 (CN46) | Mgd Asset Allocation | 0.38 | \$3.80 | -18.00 | N/A | 3.18 | 10/27/2020 |
| Benchmark Morningstar S&P 500 Index | | | | -11.23 | N/A | 10.48 | 10/27/2020 |

If the Plan permits and the participant invests in assets not specifically reported on the quarterly statements provided by AUL, the participant will receive more than one statement detailing the investments in the plan within a reasonable amount of time after the end of each quarter. Examples of these types of assets include self-directed brokerage accounts, real estate, life insurance, or assets with another vendor.

An investment's past performance is not necessarily an indication of how the investment will perform in the future. Fees and expenses are only one of several factors to consider when making investment decisions. The cumulative effect of fees and expenses can substantially reduce growth of a retirement account. Participants and beneficiaries can visit www.dol.gov/ebsa for an example demonstrating the long-term effect of fees and expenses.

The benchmarks shown in the chart above are broad-based securities market indices produced and administered by independent and unrelated third parties. These benchmarks are provided to help you assess the investment options available in your plan. Since each available investment option may have a different inception date and since the performance of each benchmark is calculated from the inception date of the related investment option, the performance of a benchmark displayed in the chart and related to a particular investment option choice could be different than the same benchmark shown in relationship to a different investment option.

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Exhibit B: Fees and Charges

The fees and charges shown below may be charged against your account on an individual, rather than a plan-wide basis. If these fees are deducted from your account, your quarterly statement will list the amount in the Fee section. Fees for plan administrative, legal, accounting, and other services are paid by the plan sponsor. However, the Plan Sponsor may direct that these fees be assessed against participant accounts on a pro rata or per capita basis.

Direct Administrative Fees:

All direct administrative fees on this Plan(s) are billed to the Plan Sponsor.

Direct Individual Participant Fees:

There are no deducted direct individual participant fees on this Plan(s).

Direct Contract Termination Fees (also may apply to Individual Participant Withdrawals):

Any contract termination fees associated with this Plan(s) are not deducted from participant accounts.

Investment Option Charge (IOC):

The AUL portion of the IOC is calculated using the following asset charge.

Asset Charge:

| The applicable rate based on the chart below can be found with the eSponsor / Account Services website's investment performance information. | | | |
|--|---|----------------------|----------------------------------|
| Aggregate Month-End Plan Investment Account Value (Minimum) | Aggregate Month-End Plan Investment Account Value (Maximum) | Annual Charge Factor | Annual Charge Factor per \$1,000 |
| \$0 | \$249,999 | 0.26% | \$2.60 |
| \$250,000 | \$499,999 | 0.26% | \$2.60 |
| \$500,000 | \$749,999 | 0.26% | \$2.60 |
| \$750,000 | \$999,999 | 0.26% | \$2.60 |
| \$1,000,000 | \$1,999,999 | 0.26% | \$2.60 |
| \$2,000,000 | \$2,999,999 | 0.26% | \$2.60 |
| \$3,000,000 | \$3,999,999 | 0.26% | \$2.60 |
| \$4,000,000 | \$4,999,999 | 0.26% | \$2.60 |
| \$5,000,000 | \$9,999,999 | 0.26% | \$2.60 |
| \$10,000,000+ | | 0.26% | \$2.60 |



Non-AUL Fees:

In addition, the Plan Sponsor has authorized the collection of fees for other plan services providers from participant accounts. No portion of these fees will be retained by AUL unless stated below. These fees are as follows:

| Other Plan Service Provider Fees | | |
|---|--------------------------|---|
| Fee Type | Amount | Description |
| Redemption Fee | Variable | A fee assessed to a participant account by an investment management company if shares of a particular mutual fund are purchased and sold within the minimum holding period determined by the investment management company. No portion of this fee will be retained by AUL. A detailed description of a redemption fee, and a list of fees as of a specific point in time, can be found within our Glossary (see the Redemption fee and transfer restrictions guide). |
| TPA Assessed Fee Collection | Detailed by TPA Fee Type | The type of fees and amounts are based on your arrangement with a Third Party Administrator |
| Annual Admin Service | Variable | Fee amount is determined by the TPA |
| Per Participant | Variable | Fee amount is determined by the TPA |
| One Time Miscellaneous | Variable | Fee amount is determined by the TPA |