SMALL BUSINESS Association of MICHIGAN

LIFE & DISABILITY INSURANCE

OneAmerica® Financial

Coverage that is unique for small business owners and their employees.

- Eligible for sole proprietors and groups with 1 - 499 employees.
- Basic life/AD&D, short-term disability and long-term disability can be written on a standalone basis.
- Basic life/AD&D, short-term disability and long-term disability are non-contributory (employer pays for 100% of premium for all eligible employees). Requires 100% participation of all eligible employees.
- Basic life/AD&D is required in order to purchase dependent and voluntary life.
- Voluntary coverages requires 25% participation of all eligible employees.
- For basic life/AD&D, short-term and long-term disability, a separate earning definitions for owners is included.
- Definition of eligible full-time employment can be as high as 40 hours per week or as low as 20 hours per week for employees and owners.
- Must be in business at least 1 year for basic life/AD&D and short-term disability coverage and at least 2 years for long-term disability coverage.
- Employee Assistance Program included with any one line of coverage.

(800) 362-5461
sbam.org/oneamerica

101 S Washington Sq, Suite 900, Lansing, MI 48933

Group Life and AD&D

Basic Life/AD&D Amounts
- $10,000
- $15,000
- $25,000
- $30,000***
- $50,000***
- 1x Basic Annual Earnings to $100,000***

Dependent Life/AD&D Amounts**
- Spouse $5,000
- Child(ren) $2,000 – ages 6 months to 26 years
- Child(ren) $500 – birth to age 6 months

Age Reduction Schedule

Employee Benefits:

- Reduced by 35% of original benefit amount at age 65
- Reduced by 60% of original benefit amount at age 70
- Reduced by 75% of original benefit amount at age 75
- Benefits terminate at retirement

Spouse Benefits:

- Reduced by 35% of original benefit amount at age 65
- Spouse benefits terminate at Employee age 70 or retirement, whichever occurs first

All options are guaranteed issue to full amount elected.

Employee benefits terminate at retirement.

Spouse benefits terminate at spouse's age of 70 or Employee's retirement.

Waiver Of Premium If Disabled
If an insured is totally disabled for more than six months in a row from any occupation for which the insured is qualified (as set forth in the policy), premiums for the life insurance are waived.

AD&D can double the life benefit
With AD&D, a benefit is paid for loss of limb or eyesight due to the covered accident. If the insured loses his or her life as the result of the accident, the value of the life insurance is doubled.

****Can only be purchased in conjunction with Basic Life/AD&D.**

*****Limitations for 1 life groups (30k, 50k or 1x on Basic Life/AD&D is not available).**

Rates are guaranteed until 12/31/2028.

Please refer to the proposal tool for premium amounts based on coverage selection.

Voluntary Life and AD&D

Employee Elections
Minimum $10,000/Maximum $500,000
*Maximum amount not to exceed 5x annual salary

Spouse Elections
Minimum $5,000/Maximum $25,000

Dependent Child(ren)
$1,000 (Live Birth to 6 months)
$10,000 after 6 months of age.

Guarantee Issue Limitations
Employee: $100,000
Spouse: $25,000
Child(ren): $10,000

Age Reduction Schedule

Employee Benefits:

- Reduced by 35% of original benefit amount at age 65
- Reduced by 60% of original benefit amount at age 70
- Reduced by 75% of original benefit amount at age 75
- Benefits terminate at retirement

Spouse Benefits:

- Reduced by 35% of original benefit amount at age 65
- Spouse benefits terminate at Employee age 70 or retirement, whichever occurs first

Voluntary Life and AD&D premium rates are age-banded.

Rates are guaranteed until 12/31/2028

Please refer to the proposal tool for premium amounts based on coverage selection.

Additional Details

- Spousal Voluntary Life benefits cannot exceed 50% of the employee elected amount.
- Voluntary Life is both portable and convertible.
- Voluntary Life/AD&D can only be purchased in conjunction with the group Basic Term Life/AD&D.
- Voluntary Life/AD&D must be written with a policy effective date of not more than 60 days after the effective date of the group Basic Term Life/AD&D.
- 25% employee participation is required for Voluntary Life.
- If Voluntary Life/AD&D is canceled, the group must wait 12 months to re-enroll.

Group Basic/Voluntary Term Life Exclusion
Two-year suicide exclusion applies to Voluntary Term Life coverage. Will not pay AD&D benefits for any loss that directly or indirectly, results in any way from or is contributed to by: Disease of the mind or body, or any treatment thereof | Infections, except those from an accidental cut or wound | Suicide or attempted suicide | Intentionally self-inflicted injury | War or act of war | Travel or flight in any aircraft while a member of the crew | Commission of, or participation in a felony | Under the influence of certain drugs, narcotics, or hallucinogen unless properly used as prescribed by a physician | Intoxication as denied in the jurisdiction where the accident occurred | Participation in a riot.

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Group Short-Term Disability

STD options are available with 66.67% or 60% of salary and available for 13-or 26-week benefit durations with a variety of standard and optional benefits.

A lenient zero-day residual for the elimination period:
This allows the insured to satisfy the elimination period with either total or partial workdays, so that an employee can work part time without starting a new elimination period. Generous partial disability calculation: This allows a claimant to receive up to 100% of pre-disability employment combined with the STD benefit payment for the duration of the claim.

Preexisting Conditions
A preexisting condition is a sickness or injury for which the Insured received treatment or advice was recommended, within 3 months prior to his or her effective date. Any disability contributed to or caused by a preexisting condition within the first 12 months of the Insured's effective date will not be covered.

Enhanced Disability Benefits

Pregnancy Claim Management
Pregnancy claim management The birth of a child is one of the greatest joys a person can experience. However, it can also come with its share of stress. The short-term disability claim experience is as stress-free as possible.

Typical features of short-term disability program:
- 6 week approval* for traditional delivery
- 8 week approval* for C-Section
- One-time lump sum payment for the approved period for birth of a child

*From date of delivery.

STD benefits begin the later of the satisfaction of the elimination period or the exhaustion of any employer sponsored salary continuation or sick leave program(s).

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Group Long-Term Disability

Group Long-Term Disability (LTD) insurance helps protect an employee's income for a disability lasting longer than the elimination period defined in the policy.

Benefit Maximum
$6,000 per month

Benefit percentage
60%

Own occupation period
24 months

Elimination Period Options
90 day or 180 day

Benefit Duration Options
5 years or to age 70, whichever occurs first

Social Security Normal Retirement Age (SSNRA)**

Lenient zero-day residual for the elimination period: The insured is able to satisfy the elimination period with either total or partial workdays. Therefore, employees can work part time without starting a new elimination period.

Aggressive work incentive benefit for part-time work: Encourages the insured to return to work part time by allowing them to keep up to 100% of their pre-disability income for up to 12 months.

Rehabilitation Assistance: Designed to encourage disabled employees to take part in valuable rehabilitation programs tailored to individual needs to help the employee return to work in less time.

Rehabilitation Incentive Income Benefit: Provides benefits to disabled employees who are offered a vocational rehabilitation plan designed to return them to gainful employment.

Preexisting Conditions
A preexisting condition is a sickness or injury for which the Insured received treatment or advice was recommended, within 12 months prior to his or her effective date. Any disability contributed to or caused by a preexisting condition within the first 24 months of the Insured's effective date will not be covered, unless he or she received no treatment of the condition for 6 consecutive months after his or her effective date.

Group Long-Term Disability Exclusions
Does not pay benefits for any loss or disability caused by, resulting from, arising out of or substantially contributed to, directly by any one or more of the following: A preexisting condition (12/6/24) | Commission of, participation in, or an attempt to commit an assault or felony | Intentionally self-inflicted injuries | Attempted suicide, regardless of mental capacity | Participation in a war, declared or undeclared, or any act of war | Active military duty | Active participation in a riot | Commission of a crime for which the insured has been convicted | Being under the influence of any narcotic, hallucinogen, barbiturate, amphetamine, gas or fumes, poison or any other controlled substance as defined in Title I of the comprehensive Drug Abuse Prevention and Control Act of 1970, as now or hereafter amended, unless as prescribed by your doctor and used in the manner prescribed. Conviction is not necessary for a determination of being under the influence; Intoxication as defined by the laws of the jurisdiction in which the accident occurred. Conviction is not necessary for a determination of being intoxicated, engaging in any illegal or fraudulent occupation, work or employment.

****Limitations for 1 life groups (SSNRA is not available).**

Rates are guaranteed until 12/31/2028.

Please refer to the proposal tool for premium amounts based on coverage selection.

Voluntary Short-Term Disability

OneAmerica Financial provides Voluntary Short-Term Disability coverage. This voluntary coverage is available with 60% of salary with the following options and is age-rated depending on which plan they choose.

0/7/13 = 0-day accident elimination period, 7-day illness elimination period, 13-week benefit duration
0/7/26 = 0-day accident elimination period, 7-day illness elimination period, 26-week benefit duration
14/14/11 = 14-day accident elimination period, 14-day illness elimination period, 11-week benefit duration
14/14/24 = 14-day accident elimination period, 14-day illness elimination period, 24-week benefit duratio

Participation requirements include greater of 2 insureds or 25%.

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Voluntary Long-Term Disability

OneAmerica Financial provides Voluntary Long-Term Disability coverage. This voluntary coverage is available with 60% of salary with the following options and is age-rated depending on which plan they choose. Participation requirements include greater of 2 insureds or 25%.

Elimination Period Options
90 day or 180 day

Benefit Duration Options
5 years or to age 70, whichever occurs first
Social Security Normal Retirement Age (SSNRA)**

Benefit Maximum
$6,000 per month

Benefit percentage
60%

Own occupation period
24 months

Participation requirements include greater of 2 insureds or 25%.

****Limitations for 1 life groups (SSNRA is not available).**

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Employee Assistance Program

Personal issues, planning for life events or simply managing daily life can affect your work, health and family. Your GuidanceResources® program provides support, resources and information for personal and work-life issues. The program is company-sponsored, confidential and provided at no charge to your employees and their dependents.

- Confidential Counseling
- Financial Information & Resources
- Legal Support & Resources
- Work-Life Solutions
- GuidanceResources® Online
- Free Online Will Preparation

Travel Resource Services

Emergencies happen, but help is now only a phone call or email away. On Call International® offers a suite of services to help your employees in their time of need — from small inconveniences like losing luggage to life-threatening situations — all delivered with a caring, human touch.

Your employees and their loved ones are protected by the Travel Assistance benefit when traveling more than 100 miles from home for business or leisure. The Travel Assistance benefit protects your employees when covered under a OneAmerica Financial® company group life insurance policy. It also extends coverage to the spouse, domestic partner and children (under 21 or 25 and living at home as a full time student) even when they are traveling without the employee. The Travel Assistance benefit requires no additional premium; however, exclusions do apply.

Beneficiary Resource Services

Combines grief, legal, and financial counseling to support beneficiaries during their time of loss. These services are available to beneficiaries for up to one year from the date the beneficiary makes contact for services. Services are also available to insured individuals who qualify for an accelerated benefit from the group's life insurance plan. The insured person or beneficiary simply calls the toll free number to receive immediate access to the program's services.

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OneAmerica Financial® Express Claims

After the loss of a loved one, OneAmerica Financial is here to help. They understand the financial urgency families face in these moments. With caring support and compassion, they put their resources to work — so much so that their team can process claims and deliver payment within two days to help cover immediate expenses, such as funeral costs and medical bills.

- Pays claims up to $50,000.
- Includes employer-paid basic life, voluntary life and dependent life.
- Available for covered employees, spouses, and dependent children.
- Death certificate is not required in many situations.
- Claim form must include the most recent beneficiary designation and be submitted via email or online.
- Payment is released within two business days of confirmation of eligibility.
- If a funeral home assignment is provided, we will coordinate directly to ensure the appropriate proceeds are paid to the assigned provider.

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How To Enroll

- Join SBAM as a Basic, Premium, VIP or Elite Member
- OneAmerica Administrative Election Form
- OneAmerica Employee Enrollment Form
- OneAmerica Employee Assistance Program Enrollment Form

Please note: There is a $7.50 monthly fee included on the premium invoice for the consolidated billing administration and customer service. Employees can only be insured under one SBAM Participating Employer plan.

Contact SBAM

We’re Here To Help!

The SBAM Member Care Team offers you an online service portal that provides our members and their insurance agents with helpdesk support that includes smart automations to help to get things done faster!

Send your quote requests, enrollment changes, billing questions, new business paperwork, and claims through the SBAM Service Portal and we will provide you with real-time updates and transparency for where in the process your ticket is with our team member.

To submit your ticket, visit sbam.org/membercare.

You can also reach our dedicated team at (800) 362-5461.

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Note: OneAmerica Financial is the marketing name for the companies of OneAmerica Financial. Products issued and underwritten by American United Life Insurance Company® (AUL), Indianapolis, IN, a OneAmerica company.

Not available in all states or may vary by state.

Employee Assistance Program (EAP) is offered and administered by ComPsych® Corporation under the GuidanceResources® brand.

Travel Assistance Program is offered by On Call International® CompPysch®, GuideanceResources®, and On Call International® are not affiliates of OneAmerica Financial and are not OneAmerica Financial Companies.

Provided content is for overview and informational purposes only and is not intended as tax, legal, fiduciary, or investment advice.

Provided content does not replace the applicable policy, certificate, carrier contract, or underwriting guidelines.

Rates, eligibility, benefits, limitations, exclusions, and availability are subject to carrier approval and may vary by group or policy terms.

In the event of a conflict, the official OneAmerica Financial/AUL policy documents control.

The following industries are ineligible for all coverages:

- Forestry & Timber Transport
- Farming
- Oil & Gas
- Mining
- Air Transportation
- Pest Control
- EMS
- Fire Only
- Police Only
- Cannabis

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