# SBAM Life and Disability
# Plan Options, Rates and Eligibility

This summary is for informational and comparison purposes only and 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. Rates are guaranteed through December 31, 2028, unless otherwise stated by the carrier.

| Coverage | Amounts / Plan Design | Rate |
|---|---|---|
| Basic Group Life | $10,000<br>$15,000<br>$25,000<br>$30,000***<br>$50,000***<br>1x Basic Annual Earnings to $100,000***<br>All listed Basic Life/AD&D options are guaranteed issue to the full amount elected, subject to applicable limitations. | $0.371 |
| Basic Group AD&D | AD&D is required with Basic Group Life and is an additional benefit for covered accidental death or certain accidental losses. | $0.021 |
| Basic Dependent Life/AD&D | Spouse $5,000<br>Child(ren) $2,000 – ages 6 months to 26 years<br>Child(ren) $500 – birth to age 6 months | $1.717 |

## Basic Short-Term Disability Plan Options

| Coverage | Plan Design | Rate per $10 Weekly Benefit |
|---|---|---|
| Basic STD — 66.67% of Salary | 0 day accident / 7th day illness / 13 weeks of coverage | $0.477 |
| Basic STD — 66.67% of Salary | 0 day accident / 7th day illness / 26 weeks of coverage | $0.604 |
| Basic STD — 66.67% of Salary | 14th day accident / 14th day illness / 11 weeks of coverage | $0.339 |
| Basic STD — 66.67% of Salary | 14th day accident / 14th day illness / 24 weeks of coverage | $0.488 |
| Basic STD — 60% of Salary | 0 day accident / 7th day illness / 13 weeks of coverage | $0.453 |
| Basic STD — 60% of Salary | 0 day accident / 7th day illness / 26 weeks of coverage | $0.574 |
| Basic STD — 60% of Salary | 14th day accident / 14th day illness / 11 weeks of coverage | $0.322 |
| Basic STD — 60% of Salary | 14th day accident / 14th day illness / 24 weeks of coverage | $0.464 |

## Basic Long-Term Disability Plan Options

| Coverage | Plan Design | Rate per $100 Monthly Covered Payroll |
|---|---|---|
| Basic LTD — 60% of Salary | 90 Day Elimination Period / 5 Year Benefit Duration | $0.445 |
| Basic LTD — 60% of Salary | 90 Day Elimination Period / SSNRA Benefit Duration | $0.689 |
| Basic LTD — 60% of Salary | 180 Day Elimination Period / 5 Year Benefit Duration | $0.371 |
| Basic LTD — 60% of Salary | 180 Day Elimination Period / SSNRA Benefit Duration | $0.583 |

## Age Reduction Schedule

| Employee Age | Reduction From Original Benefit |
|---|---|
| Age 65 | Reduced by 35% |
| Age 70 | Reduced by 60% |
| Age 75 | Reduced by 75% |

# Voluntary Life/AD&D Plan Options

Coverage is elected in $10,000 increments. Rates shown are monthly, per $1,000 of coverage.

| Coverage Type | Coverage Amount Options |
|---|---|
| Employee Elections | Minimum $10,000 / Maximum $500,000, in $10,000 increments<br>Maximum amount not to exceed 5x annual salary |
| Spouse Elections | Minimum $5,000 / Maximum $25,000, in $5,000 increments |
| Dependent Child(ren) | $1,000 — live birth to 6 months<br>$10,000 — after 6 months of age |
| Guarantee Issue Limitations | Employee: $100,000<br>Spouse: $25,000<br>Child(ren): $10,000 |

| Age Band | Employee & Spouse Life/AD&D Rate |
|---|---|
| Under Age 30 | $0.122 |
| Age 30 to 34 | $0.143 |
| Age 35 to 39 | $0.164 |
| Age 40 to 44 | $0.239 |
| Age 45 to 49 | $0.366 |
| Age 50 to 54 | $0.673 |
| Age 55 to 59 | $1.065 |
| Age 60 to 64 | $1.299 |
| Age 65 to 69 | $2.210 |
| Age 70 to 74 | $5.157 |
| Age 75+ | $19.488 |
| Dependent Child Life | $2.12 / flat per month |

# Voluntary Short-Term Disability Plan Options – 60% of Salary

| Age Band | 0/7/13 | 0/7/26 | 14/14/11 | 14/14/24 |
|---|---|---|---|---|
| 0–24 | 0.77 | 0.90 | 0.57 | 0.75 |
| 25–29 | 0.82 | 0.95 | 0.63 | 0.84 |
| 30–34 | 0.82 | 0.94 | 0.61 | 0.84 |
| 35–39 | 0.69 | 0.81 | 0.50 | 0.72 |
| 40–44 | 0.65 | 0.79 | 0.48 | 0.71 |
| 45–49 | 0.72 | 0.88 | 0.53 | 0.78 |
| 50–54 | 0.87 | 1.05 | 0.63 | 0.94 |
| 55–59 | 1.15 | 1.40 | 0.84 | 1.25 |
| 60–64 | 1.32 | 1.61 | 0.96 | 1.45 |
| 65–69 | 1.41 | 1.72 | 1.03 | 1.55 |
| 70+ | 1.53 | 1.86 | 1.12 | 1.67 |

# Voluntary Long-Term Disability Plan Options – 60% of Salary

| Age Band | 90 Day / 5 Year | 90 Day / SSNRA | 180 Day / 5 Year | 180 Day / SSNRA |
|---|---|---|---|---|
| 0–24 | 0.13 | 0.23 | 0.08 | 0.19 |
| 25–29 | 0.18 | 0.34 | 0.12 | 0.25 |
| 30–34 | 0.29 | 0.57 | 0.21 | 0.44 |
| 35–39 | 0.39 | 0.79 | 0.28 | 0.61 |
| 40–44 | 0.58 | 1.18 | 0.44 | 0.93 |
| 45–49 | 0.87 | 1.73 | 0.67 | 1.40 |
| 50–54 | 1.24 | 2.16 | 0.96 | 1.66 |
| 55–59 | 1.68 | 2.30 | 1.28 | 1.70 |
| 60-64 | 1.89 | 2.18 | 1.42 | 1.63 |
| 65-69 | 1.05 | 1.2 | 0.79 | 0.89 |
| 70+ | 0.78 | 0.88 | 0.58 | 0.68 |

# Plan Features and Enrollment Notes

**Benefit maximums and LTD design:** Short-Term Disability benefits are available at 60% or 66.67% of salary, with a weekly benefit maximum of $1,000. Long-Term Disability benefits are available at 60% of salary, with a monthly benefit maximum of $6,000, 90- or 180-day elimination period options, a 24-month own occupation period, and benefit duration options of five years or to age 70, whichever occurs first, or Social Security Normal Retirement Age where available.

**Included services:** Employee Assistance Program resources are included with any one line of coverage. Eligible coverages may also include access to value-added services such as Travel Resource Services, Beneficiary Resource Services and OneAmerica Financial Express Claims, subject to applicable program terms and coverage requirements.

**Enrollment:** To enroll, the employer must join SBAM as a Basic, Premium, VIP or Elite Member and complete the applicable OneAmerica Administrative Election Form, OneAmerica Employee Enrollment Form and, if elected, the Employee Assistance Program enrollment form. Quote requests, enrollment changes, billing questions, new business paperwork and claims may be submitted through the SBAM Service Portal at sbam.org/membercare or by contacting SBAM at (800) 362-5461.

**Administrative fee:** A $7.50 monthly fee is included on the premium invoice for consolidated billing administration and customer service.

# Eligibility, Limitations and Legal Notes

**Eligibility and employer requirements:** Coverage is available to eligible sole proprietors and groups with 1–499 employees. Groups must be in business at least one year for Basic Life/AD&D and Short-Term Disability coverage and at least two years for Long-Term Disability coverage. Eligible full-time employment may be defined from 20 to 40 hours per week for employees and owners. Basic Life/AD&D, Short-Term Disability and Long-Term Disability are non-contributory coverages, with the employer paying 100% of premium for all eligible employees. Basic Life/AD&D coverage is required to purchase Dependent Life and Voluntary Life. Employees may be insured under only one SBAM Participating Employer plan.

**Participation and plan limitations:** Basic Life/AD&D, Short-Term Disability and Long-Term Disability require 100% participation of all eligible employees. Voluntary coverages require 25% participation of all eligible employees, and Voluntary Short-Term Disability and Voluntary Long-Term Disability require participation equal to the greater of two insureds or 25%. For one-life groups, Basic Life/AD&D amounts of $30,000, $50,000 or 1x basic annual earnings are not available, and the SSNRA Long-Term Disability benefit duration is not available. Voluntary Life/AD&D must be written with a policy effective date not more than 60 days after the effective date of the group Basic Term Life/AD&D. If Voluntary Life/AD&D is canceled, the group must wait 12 months to re-enroll.

**Benefit reductions and termination:** Employee benefits reduce by 35% of the original benefit amount at age 65, by 60% at age 70 and by 75% at age 75, and terminate at retirement. **Spouse benefit reduction/termination:** Spouse benefits reduce by 35% of the original benefit amount at age 65 and terminate at the employee’s age 70 or retirement, whichever occurs first. Spouse Basic Life/AD&D benefits terminate at the spouse’s age 70 or the employee’s retirement.

**Evidence of Insurability and preexisting conditions:** Evidence of Insurability may be required as stated in the applicable policy, including when required by the Basic Life/AD&D plan effective date or amounts above guarantee issue limits. For Short-Term Disability, a preexisting condition is a sickness or injury for which the insured received treatment, or for which advice was recommended, within three months prior to the insured’s effective date; any disability contributed to or caused by a preexisting condition within the first 12 months after the insured’s effective date will not be covered. For Long-Term Disability, a preexisting condition is a sickness or injury for which the insured received treatment, or for which advice was recommended, within 12 months prior to the insured’s effective date; any disability contributed to or caused by a preexisting condition within the first 24 months after the insured’s effective date will not be covered unless the insured received no treatment for the condition for six consecutive months after the effective date.

**Exclusions and availability:** A two-year suicide exclusion applies to Voluntary Term Life coverage. AD&D and disability benefits are subject to policy exclusions and limitations, including but not limited to losses caused by or related to disease or treatment, infections except those from an accidental cut or wound, suicide or attempted suicide, intentionally self-inflicted injury, war or act of war, active military duty, participation in a riot, commission of or participation in a felony or crime, travel or flight in an aircraft while serving as a crew member, intoxication, or being under the influence of certain drugs or controlled substances unless properly prescribed and used as directed. The following industries are ineligible for all coverages: Forestry & Timber Transport, Farming, Oil & Gas, Mining, Air Transportation, Pest Control, EMS, Fire Only, Police Only and Cannabis.