



# *Participant Fee Disclosure*

AUL Retirement Services  
Retirement Plan(s) of VS ENGINEERING, INC.  
Plan Number G38228

*Products and financial services provided by*

AMERICAN UNITED LIFE INSURANCE COMPANY<sup>®</sup> | a ONEAMERICA<sup>®</sup> company  
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# Participant Fee Disclosure

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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](http://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](http://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 Fixed Interest Account (FIA) investment option. You may transfer one-hundred percent (100%) from the FIA at any time. However, once a transfer has been made from the FIA for you, transfers back into the FIA are allowed only after 90 days have elapsed since your last transfer from the FIA.

### ***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.

### ***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

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AUL allocates amounts to the Fixed Interest Account (FIA) as AUL is directed. Interest is credited daily from the date of the allocation to the FIA to the date of withdrawal from the FIA.

At least 10 days in advance of each calendar quarter, AUL declares a current guaranteed rate for the “interest pocket” for that quarter. (An “interest pocket” is a tracking method that associates amounts allocated to the FIA over a specific time period with a specific interest rate.) All amounts that are allocated to the FIA during that quarter will earn interest at that current guaranteed rate until that quarterly pocket matures on the second January 1 following the quarter in which that pocket was established.

Those quarterly interest pockets that mature at the same time will be combined into an annual renewal interest pocket. Funds associated with that annual renewal interest pocket will earn interest for a full year at the guaranteed rate declared for that pocket. A new guaranteed rate for each annual renewal interest pocket will be declared at least 30 days prior to every January 1 for the 5 years following the establishment of that pocket. An annual renewal interest pocket will mature on January 1 of the sixth year following its establishment, when it will be combined into one annual portfolio interest pocket. Funds associated with that annual portfolio interest pocket will earn interest for a full year at the guaranteed rate for that pocket, which will be declared at least 30 days prior to every January 1.

No guaranteed rate may be less than an annual effective interest rate equal to the average 5-year Constant Maturity Treasury Rate reported by the Federal Reserve for the month of October of the calendar year immediately preceding the calendar year in which the guaranteed rate is in effect (rounded to the nearest 0.05%), minus 1.25%. This minimum guaranteed rate shall not be less than 1% nor greater than 3%.

### **Fixed Interest Investment Option**

Your Plan(s) offers a fixed interest investment option (FIA). 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 Fixed Account FIA at the rate as of the date of this Participant Fee Disclosure of 1.75% or at a minimum guaranteed rate of 1.75%.

### **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](http://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 08/31/2019**

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
<b>AUL Fixed Account (FIXD)</b>	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
<b>InvOpp Total Ret Bond Y (OCBY)</b>	Int Term Bond	0.45	\$4.50	10.48	N/A	3.46	01/15/2015
<b>PIMCO Income Adm (PIIA)</b>	Multisector Bond	0.99	\$9.90	5.33	4.61	5.57	11/15/2012
Investment Option High Yield Bonds	Investment Type	Expense Ratio %	Expense Ratio per \$1000	1 year	5 year	10 year or inception	Investment option inception
<b>PGIM High-Yield Z (PAZZ)</b>	High Yield Bond	0.55	\$5.50	7.58	5.41	7.67	05/27/2010
Investment Option Large-Cap Stocks	Investment Type	Expense Ratio %	Expense Ratio per \$1000	1 year	5 year	10 year or inception	Investment option inception
<b>Invesco Diversified Div Inv (IDIV)</b>	Large Cap Value	0.76	\$7.60	4.23	6.93	9.30	04/28/2011
<b>State St S&amp;P 500 Indx Cl F (HINX)</b>	Large Cap Blend	0.25	\$2.50	2.66	9.84	13.18	04/30/1993
<b>TIAA-CREF Social Choice Eqty R (TCSC)</b>	Large Cap Blend	0.42	\$4.20	1.72	8.44	11.73	12/17/2009
<b>Lord Abbett Growth Leaders R5 (LAG5)</b>	Large Cap Growth	0.66	\$6.60	6.19	N/A	19.61	01/21/2016
Investment Option Mid-Cap Stocks	Investment Type	Expense Ratio %	Expense Ratio per \$1000	1 year	5 year	10 year or inception	Investment option inception
<b>AmerCent MidCap Val Inv (ACKM)</b>	Mid Cap Value	0.98	\$9.80	-3.26	7.02	12.25	12/17/2008
<b>BlackRck MidCap Eqty Idx CL31 (WBME)</b>	Mid Cap Blend	0.34	\$3.40	-6.69	6.92	9.42	03/14/2013
<b>InvOpp Main St Mid Cap Y (OMMY)</b>	Mid Cap Blend	0.84	\$8.40	-1.80	5.49	11.67	11/15/2012
Investment Option Small-Cap Stocks	Investment Type	Expense Ratio %	Expense Ratio per \$1000	1 year	5 year	10 year or inception	Investment option inception
<b>DFA US Targeted Val R2 (DFUS)</b>	Small Cap Value	0.62	\$6.20	-18.16	2.35	7.74	06/23/2011
<b>BlackRck Russell 2000Idx CL31 (WBRI)</b>	Small Cap Blend	0.35	\$3.50	-13.07	6.17	8.48	03/14/2013
<b>Russell US SmCap Eqty S (RUMC)</b>	Small Cap Blend	1.12	\$11.20	-12.50	5.89	11.51	12/17/2008
<b>Vanguard VIF SmallCompGrth Ins (VSG2)</b>	Small Cap Growth	0.34	\$3.40	-9.63	9.22	13.27	05/27/2010
Investment Option Foreign Stocks	Investment Type	Expense Ratio %	Expense Ratio per \$1000	1 year	5 year	10 year or inception	Investment option inception
<b>InvOpp Intl SmMid Co Y (OISY)</b>	Foreign Small/Mid Eqty	1.07	\$10.70	-5.98	9.63	15.10	11/15/2012
<b>TIAA-CREF Intl Eqty Indx R (TCIE)</b>	Foreign Blend	0.31	\$3.10	-3.19	1.78	4.62	12/17/2009
Investment Option Specialty	Investment Type	Expense Ratio %	Expense Ratio per \$1000	1 year	5 year	10 year or inception	Investment option inception
<b>DWS Real Estate Secs S (DWES)</b>	Specialty	0.72	\$7.20	17.50	9.31	10.29	06/23/2011



Investment Option Managed Asset Allocation	Investment Type	Expense Ratio %	Expense Ratio per \$1000	1 year	5 year	10 year or inception	Investment option inception
<b>TIAA-CREF Lifecycle Idx 2010 R (TC10)</b>	Mgd Asset Allocation	0.35	\$3.50	5.07	4.57	5.18	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2015 R (TC15)</b>	Mgd Asset Allocation	0.35	\$3.50	4.69	4.83	5.48	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2020 R (TC20)</b>	Mgd Asset Allocation	0.35	\$3.50	4.27	5.16	5.85	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2025 R (TC25)</b>	Mgd Asset Allocation	0.35	\$3.50	3.65	5.54	6.25	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2030 R (TC30)</b>	Mgd Asset Allocation	0.35	\$3.50	2.99	5.89	6.65	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2035 R (TC35)</b>	Mgd Asset Allocation	0.35	\$3.50	2.27	6.20	7.01	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2040 R (TC40)</b>	Mgd Asset Allocation	0.35	\$3.50	1.43	6.48	7.32	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2045 R (TC45)</b>	Mgd Asset Allocation	0.35	\$3.50	0.75	6.60	7.42	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2050 R (TC50)</b>	Mgd Asset Allocation	0.35	\$3.50	0.55	6.68	7.49	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2055 R (TC55)</b>	Mgd Asset Allocation	0.35	\$3.50	0.43	6.75	7.55	11/21/2013
<b>TIAA-CREF Lifecycle Idx 2060 R (TC60)</b>	Mgd Asset Allocation	0.35	\$3.50	0.31	N/A	11.24	05/13/2016
<b>TIAA-CREF Lifecycle Idx Inc R (TCRI)</b>	Mgd Asset Allocation	0.35	\$3.50	5.12	4.41	4.98	11/21/2013

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](http://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 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):**

<b>Other Contract Termination Fees</b>		
Fee Type	Amount	Description
Market Value Adjustment	Variable	Please consult a copy of the AUL Group Annuity Contract provided to the Plan Sponsor for more information.

### **Investment Option Charge (IOC):**

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

#### **Asset Charge:**

<b>The applicable rate based on the chart below can be found with the eSponsor / Account Services website's investment performance information.</b>			
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	1.95%	\$19.50
\$250,000	\$499,999	1.70%	\$17.00
\$500,000	\$749,999	1.25%	\$12.50
\$750,000	\$999,999	0.95%	\$9.50
\$1,000,000	\$1,999,999	0.70%	\$7.00
\$2,000,000	\$2,999,999	0.60%	\$6.00
\$3,000,000	\$3,999,999	0.50%	\$5.00
\$4,000,000	\$4,999,999	0.40%	\$4.00
\$5,000,000	\$9,999,999	0.40%	\$4.00
\$10,000,000+		0.40%	\$4.00



**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. These fees are as follows:

<b>Other Plan Service Provider Fees</b>		
<b>Fee Type</b>	<b>Amount</b>	<b>Description</b>
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
Loan Initiation	\$100	Fee per loan is deducted from the participant's account at the time of distribution
Loan Administrative	\$100	Fee per loan is charged annually
Distribution	\$100	Fee assessed at time of a full distribution
One Time Miscellaneous	Variable	Fee amount is determined by the TPA