Reinvent your future

Enrollment Overview
Lochmueller Group, Inc.
Retirement Plan

Prepare for your future

Reaching your retirement goals can take a lot of preparation. As a general rule, you'll need 75–80% of your final working salary to maintain your lifestyle during retirement. Lochmueller Group, Inc. Retirement Plan provides a way to start preparing for your retirement. Your plan offers you the tools, education and investment options that will prepare you for your future.

Estimate your need

With the average life expectancy increasing, uncertainty around Social Security, rising healthcare costs and inflation continuing to erode the purchasing power of your money, participating in your retirement plan is more important than ever.

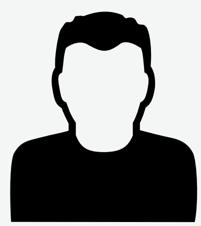
The amount you need in retirement income could play a significant role in reaching your future financial goals. It is important to take the time to look at your specific situation and retirement income needs before determining how much to contribute to your retirement account.

Only 41% of workers report that they and/or their spouses have taken the time to complete a retirement needs calculation, according to the 2017 Retirement Confidence Survey from Employee Benefit Research Institute and Mathew Greenwald & Associates.

It is important that you start preparing to reach your retirement income goals early, because waiting even one year can make a big difference.

To determine a suitable amount for your situation, use resources at www.LochGroupRetirement.com.

Impact of starting early

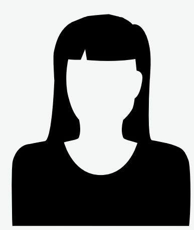


David, age 25

Annual contribution **$1,500**

Assumptions
- Earns $30,000/year
- Plans to retire at age 65
- Contributions assume a constant rate of return of 6%

Starts contributing	Total at age 65	Cost of waiting one year
at age 25	$246,072	**$15,429**
at age 26	$230,643	



Sheryl, age 40

Annual contribution **$3,000**

Assumptions
- Earns $50,000/year
- Plans to retire at age 65
- Contributions assume a constant rate of return of 6%

Starts contributing	Total at age 65	Cost of waiting one year
at age 40	$174,469	**$12,875**
at age 41	$161,594	

Note: All individuals are fictitious and all numeric examples are hypothetical. These hypothetical investment returns are for educational purposes only and are not indicative of any particular investment or performance. Hypothetical returns assume reinvestment of earnings. Actual returns or principal value will vary. Balances shown are before reduction for taxes.

Determine your contributions

It is a smart idea to participate in your retirement plan as soon as possible. If you start contributing right away, your account may have more time to grow or weather ups and downs.

Your retirement plan contributions
The money you contribute to your retirement account is automatically deducted from your paycheck — before taxes are taken out. It goes directly into your retirement account, so your paycheck is actually less than it would have been. This means you are paying less in current income taxes for the year. This can help reduce the impact of contributing to your retirement plan on your take-home pay.

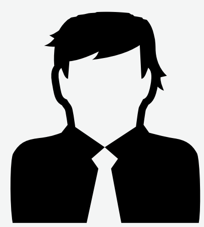
Put tax deferral to work for you
Tax deferral simply means the contributions to your retirement plan are not currently taxed. You are putting off paying taxes on that money until you withdraw it from your retirement account. How can putting off paying taxes be a benefit? Not only are your contributions invested, but the deferred taxes allow your money to stay invested.

Roth contributions
Unlike traditional pre-tax contributions, Roth contributions are made with after-tax dollars, which means that you are taxed on the full amount you earn first, and then your contribution is deducted. Roth contributions and earnings accumulate tax-free. Qualified distributions of your contributions and all earnings on your contributions are generally not taxable at the time of distribution. In order to qualify, the account must generally have been held for at least five years and you must be at least age 59½ when withdrawals begin.

Roth is not for everyone. Weigh your options carefully.

The benefits of compounding
Compounding occurs when the initial investment generates a gain that is reinvested and experiences an additional earning. When the new balance (the original investment plus the gain) generates further earnings, the initial gain increases the total return of your initial investment. When the following gains are reinvested, future positive earnings are further compounded.

Benefits of compounding



Michael, age 25

Monthly contributions **$100**

Assumptions
- Contributes for 40 years
- Plans to retire at age 65
- Contributions assume a constant rate of return of 6%

Total contributions	Balance at retirement	Compounding difference
$48,000	$196,857	**$148,857**

Thanks in part to compounding the difference between the contributions to Michael's account and the actual account balance at retirement $148,857!

Note: This hypothetical investment return and ficticious name is designed to demonstrate the impact of compounding returns and is not indicative of any particular investment or performance. Hypothetical returns assume reinvestment of earnings and a 6% average return on investment. Actual returns or principal value will vary. Balance shown is before reduction of taxes. An investor should consider his or her current and anticipated investment horizon and income tax bracket when making an investment decision, as the example may not reflect those factors.

Choose your investments

An important and sometimes confusing step in retirement preparation is choosing which options to invest in. Because each investor has different goals and different circumstances, there is no set strategy that works for everyone.

Investment types

There are different types of investments in which you may choose to invest your retirement plan contributions. The three main types are:

- **Stocks:** Have historically had the greatest risk and highest returns among the three major investment types.
- **Bonds:** Are generally less volatile than stocks but offer more modest returns.
- **Cash equivalents:** Such as certificates of deposit, treasury bills and money market funds — are generally the most conservative investments, but offer a lower potential for return than the other major investment types.

To learn more about creating an investment strategy, visit www.LochGroupRetirement.com.

Understanding risk and return

Investment risk is the potential for an investment to lose value. Return is the change in value on an investment. Higher returns are usually associated with greater risks, while investments with lower returns generally have a lower risk level. Understanding the relationship between risk and return is very important as you develop your investment strategy.

The amount of investment risk you are willing to take, also known as your "risk tolerance," is a personal decision, which can be shaped by many factors including the amount of time you have until retirement, also known as your "time horizon."

- **Risk tolerance:** Some people are comfortable taking on the risk of frequent ups and downs of the stock market in return for potentially greater long-term returns. Others prefer the possibility of a slow, steady return with lower risk investments. Understanding your personal attitude toward risk can help you find the right mix of investments for your portfolio.
- **Time horizon:** The longer you have until retirement, the more risk you can potentially afford to take.

Mixing it up with diversification

Because different investment types have varying levels of risk and return, it is important to make sure you have a good mix of investments in your portfolio. This strategy, called diversification, aims to balance risk and reward by allocating assets according to your goals, risk tolerance and investment horizon.

Note: Each group of investments carries its own unique risks. Before investing, please read each fund prospectus for a detailed explanation of the risks, fees, and costs associated with each underlying investment. The use of asset allocation or diversification does not assure a profit or guarantee against a loss.

Bond funds have the same interest rate, inflation and credit risks that are associated with the underlying bonds owned by the fund.

Money Market funds are not typically insured or guaranteed by the Federal Deposit Insurance Corporation or any other federal government agency. Although they seek to preserve the value of your investment at $1.00 per share, it's possible to lose money by investing in money market funds.

Investment **support**

Because choosing investment options can be difficult, the Lochmueller Group, Inc. Retirement Plan offers you assistance with these important decisions, including tools and resources provided by OneAmerica and others available from independent, third parties.

Target date investment support
Your plan offers target date investments. Target date investments are types of Asset Allocation investments designed for investors who prefer to be less "hands-on" when it comes to their investment management.

With target date investments, which are based on your anticipated date of retirement, investments are progressively rebalanced for you from riskier investments to more conservative investments as you approach retirement.

Note: Target Date Funds are designed for people who plan to retire and begin taking withdrawals during or near a specific year. These funds use a strategy that reallocates equity exposure to a higher percentage of fixed investments; the funds will shift assets from equities to fixed-income investments over time. As a result, the funds become more conservative over time as you approach retirement. It's important to remember that no strategy can assure a profit or prevent a loss in a declining market and the principal value of the Target Date Funds is not guaranteed at any time, including the target date. Target Date Funds are designed to provide diversification and asset allocation across several types of investments and asset classes, primarily by investing in underlying funds. Therefore, in addition to the expenses of the Target Date Funds, an investor is indirectly paying a proportionate share of the applicable fees and expenses of the underlying funds. The principal amounts invested into these funds are not guaranteed at any point and may lose value.

More information on your plan's investment options can be found in your retirement plan materials, during online registration or by logging in to your secure account at www.LochGroupRetirement.com.

Determining your investor profile and personalized asset allocation

One key to successful investing is balancing the risk you are willing to take with your time horizon. This tool can help you determine investment mixes appropriate for your risk tolerance and time horizon.

Asset allocation planner
For each question below, circle the number that best reflects your opinion. When you are finished, follow the instructions to determine your score and obtain an investment portfolio that may be appropriate for you.

Determine your risk score.
Step I
Add up the point values for the responses you circled for questions 1–5 and enter it here: ________

This quiz is designed to help you determine your personal investing style and to help you decide where to invest your entire financial portfolio.

Step II
Subtract your current age from your desired retirement age and enter the result here [If you are already retired, enter 0 (zero).]: ________

- If the age difference is greater than 24, your age score is: 5
- If the age difference is greater than 14 but less than 25, your age score is: 4
- If the age difference is greater than 6 but less than 15, your age score is: 3
- If the age difference is greater than 2 but less than 7, your age score is: 2
- Otherwise, your age score is: 1

Based on your calculated age difference, enter your corresponding age score (1–5) here: ________

Step III
Add your result total from Step I and your age score from Step II and enter the total here: ________

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. To obtain potentially higher long-term returns on my investments, I am willing to accept annual returns that may vary greatly.	1	2	3	4	5
2. Achieving significant growth is a more important goal than protecting the value of my investment.	1	2	3	4	5
3. If one of my investments loses more than 20% over the course of a year, I can easily resist the temptation to sell it.	1	2	3	4	5
4. I do not plan on withdrawing my retirement savings for major expenses before I retire.	1	2	3	4	5
5. I consider myself knowledgeable about economic issues and personal investing.	1	2	3	4	5
6. What is your current age? _________					
7. At what age would you like to retire? _________					

Determine the allocation that may be appropriate for your risk score
Based on your risk score from Step III and time horizon to retirement, choose the investment style profile that matches your score. See these profiles and asset allocation models in the section below to select your investor profile and allocation model. The allocation model shown with your profile and time horizon may be appropriate for your investment style.

Note: The allocation planner provides hypothetical examples that are not intended to represent past or future performance of a specific investment which cannot be predicted or guaranteed, or to provide specific advice to any individual. Rates of return will vary over time. Those investments offering a higher rate of return also involve a higher degree of risk. The suggestions provided in this planner apply to your entire financial picture, of which your retirement plan is a portion.

	Step III risk score	Step II time horizon in years to retirement		
Profile		**Less than 6**	**6–15**	**More than 15**
Very conservative Investors are worried by significant short-term ups and downs in their account value and prefer slow but steady, long-term growth.	10 or less	35% 55% 10% 0%	30% 55% 10% 5%	25% 50% 20% 5%
Conservative Investors may be worried by some short-term ups and downs in their account value and may prefer slow but steady, long-term growth.	Greater than 10, but less than 15	30% 55% 10% 5%	25% 50% 20% 5%	20% 45% 30% 5%
Moderate Investors may be able to tolerate some ups and downs in their account value. They may be concerned with the safety of their money, but want investment returns that can outpace inflation.	Greater than 14, but less than 19	25% 45% 25% 5%	20% 40% 30% 10%	15% 35% 40% 10%
Moderately aggressive Investors are able to tolerate some short-term ups and downs in their account value. They may be somewhat concerned with the safety of their money, but want investment returns that easily outpace inflation.	Greater than 18, but less than 23	20% 45% 25% 10%	15% 30% 40% 15%	10% 25% 50% 15%
Aggressive Investors may be able to tolerate significant short-term ups and downs in their account value and may seek maximum long-term growth.	Greater than 22, but less than 27	15% 35% 40% 10%	10% 25% 50% 15%	5% 15% 60% 20%
Very aggressive Investors can tolerate significant short-term ups and downs in their account value and seek maximum long-term growth.	Greater than 26	10% 40% 40% 10%	5% 20% 60% 15%	0% 10% 70% 20%

Investment categories

Cash/Stable Value	Fixed Income	Domestic Equity	International Equity

Start participating in your plan

Whether you prefer the internet or telephone, there's an easy-to-use enrollment tool available to you 24 hours a day, seven days a week.

Preparation

- Decide how much you want to contribute per paycheck
- Decide how you want to invest your contributions

Consolidating retirement accounts

You are able to roll over or transfer an existing qualified retirement plan account from a prior employer.

Benefits of account consolidation include:

- One point of contact for your retirement questions
- Reporting of your retirement assets on a single account statement
- One account for allocation and diversification of your retirement portfolio

Considerations include:

- Your prior account's investment options and cost structure
- Possibility of moving your account(s) into an Individual Retirement Account (IRA)

You will have an opportunity to initiate a rollover or transfer of your accounts during the registration process.

Call 1-800-858-3829 Monday through Friday from 8 a.m. to 10 p.m. Eastern Time (ET) for assistance.

To register today, visit us online at www.LochGroupRetirement.com or call 1-800-858-3829.

Register online at www.LochGroupRetirement.com by clicking on "Your Account"

Registration

1. Click Register for a new account
2. Enter your Social Security Number (SSN), date of birth and ZIP code
3. Complete the step-by-step process, which includes:
   — Creating a User ID and Password
   — Provide your email address
4. Answer a security question which will be used if you forget your Password

These steps may vary slightly based on the information we have on file. You may receive a letter to your address on file with an account Verification Code that must be entered during the registration process.

Enrollment

- You will be directed to an enrollment wizard that will walk you through the enrollment process
- You will be provided with a selection of different enrollment options, which allow for varying degrees of involvement on your part when it comes to determining your contribution rate, investments, etc.
- Choose the option that best fits your preferences

Account assistance over the phone

Speak directly with a Participant Service Representative by calling 1-800-858-3829. English- and Spanish-speaking representatives are available to help you complete your registration.

Plan highlights

Eligibility requirements

- You are eligible to enroll at age 20 completion of 30 days of service.
- Full-time employees are eligible to participate.
- Part-time, seasonal, temporary, leased and collectively bargained employees are excluded from participation.
- Employees who became employees as the result of a Code §410(b)(6)(C) transaction (as defined in Plan Section 1.28) are excluded. However, such excluded employees shall no longer be part of this excluded class after the 410(b)(6)(C) transition period has ended.

Plan year

January 1 to December 31

Enrollment

When you have met the eligibility requirements you may enroll at any time.

Employee contributions — 401(k)

- Newly eligible participants will be automatically enrolled at 8% taken on a pretax basis once you meet the eligibility requirements. Your contributions will be deposited into the Plan's qualified default investment alternative unless you make an election to invest in the other fund options available in the plan.
- In addition, your contribution rate will automatically increase annually on the first day of the plan year by 1% until you are contributing at a rate of 15% to your retirement plan account.
- You may contribute up to 100% of your compensation. Contributions may be made on a pre-tax basis, Roth after-tax basis or any combination of both, as long as the combined total does not exceed 100% of your compensation per pay period.
- Contributions must be made through payroll deduction.
- You may change, revoke or suspend contributions at any time effective as soon as administratively feasible.
- If you will be age 50 or older before the end of the calendar year and you have met the maximum contribution limit allowed, you may elect to make Catch-Up Contributions to the plan. Visit www.irs.gov for more information on the IRS limits for the current calendar year.

Employee contributions — Rollover

Rollovers from another qualified plan or IRA can be completed using the Rollover Contribution form available by accessing your account at www.LochGroupRetirement.com subject to the restrictions of the plan.

Employer contributions — Matching

- Matching contributions may be made at the discretion of the Company.
- You must make 401(k) contributions to be eligible for the matching contributions.
- Employer matching contributions will be made to your account on a pre-tax basis and will be subject to taxation upon withdrawal.

Employer contributions — Profit sharing

- Profit sharing contributions may be made at the discretion of the Company.
- The profit sharing contribution is allocated among eligible participants based on their compensation.
- You must also have completed 1,000 hours of service and be employed on the last day of the plan year to receive a profit sharing contribution, with certain exceptions.
- Employer profit sharing contributions will be made to your account on a pre-tax basis and will be subject to taxation upon withdrawal.

Vesting

- Your vested percentage is the portion of your account to which you are currently entitled.
- You are always 100% vested in your employee contributions, rollover contributions and investment earnings from those contributions.
- To earn a Year of Service for vesting you must work at least 1,000 hours during the plan year.
- Employer contributions plus any earnings they generate are subject to this vesting schedule:

Years of Service	Vested Percent
Less than 2 Years	0%
2 Years	20%
3 Years	40%
4 Years	60%
5 Years	80%
6 Years	100%

In-Plan Roth Rollover

- You may convert certain portions of your account balance to an In-Plan Roth Rollover account.
- To determine the amount that is eligible for an in-plan Roth rollover, access your account at www.LochGroupRetirement.com or contact Participant Service Representatives (1-800-858-3829).

Withdrawals/Distributions

- Hardship withdrawals are permitted from certain vested accounts. The plan follows IRS rules defining a hardship.
- Withdrawals are permitted from fully vested account balances after you attain age 59½.
- Rollover contributions may be withdrawn at any time.
- Please contact the Plan Administrator or Participant Service Representatives regarding the availability of contribution sources for distribution before you are fully vested.

Loans

- You may borrow against your vested accrued benefit in the 401(k) Plan only, up to certain limits.
- If your accrued benefit is less than $100,000, you may borrow a maximum of 50% of the accrued benefit.
- If your accrued benefit is at least $100,000, you may borrow a maximum of $50,000.
- You must apply to the Trustee for approval of the loan, which must be in $100 increments and a minimum of $1,000.
- Loan term: One to five years in one year increments except primary residence loans which are permitted for a period of one to fifteen years.
- The maximum number of loans which can be outstanding at any one time is one.
- Fees, limits, terms, and requirements for loans vary from plan to plan. Plan participants should carefully consider the risks, tax implications, and retirement investing consequences before taking a loan from a retirement plan.

Notes

Note: Administrative and recordkeeping services provided by OneAmerica Retirement Services LLC, a OneAmerica company, which is not a broker/dealer or investment advisor. Provided content is for overview and informational purposes only and is not intended and should not be relied upon as individualized tax, legal, fiduciary or investment advice. Investing involves risk which includes potential loss of principal.

This brief summary of your plan is intended only to provide an overview of your plan's provisions. If any discrepancies between this summary and the plan document arise, the plan document will govern with no exceptions.

Mutual funds are sold by prospectus. To obtain a copy of the prospectus, the participant should contact the plan's investment advisor or the mutual fund company directly. Before investing, carefully consider the fund's investment objectives, risks, charges, and expenses. The underlying fund prospectuses contain this and other important information. Read the prospectuses carefully before investing.

Investing in international markets involves risks not associated with investing solely in the U.S., such as currency fluctuation, potential political and diplomatic instability, liquidity risks, and differences in accounting, taxes, and regulations. Risks of international investing are generally intensified for investments in emerging markets.

Because the value of the securities held by stable value funds will fluctuate, an investor may risk losing money investing in stable value funds.

Employer contribution match rates are not guaranteed and are subject to change.

About OneAmerica®

A national provider of insurance and financial services for more than 140 years, the companies of OneAmerica help customers build and protect their financial futures.

OneAmerica offers a variety of products and services to serve the financial needs of their policyholders and customers. These products include retirement plan products and recordkeeping services, individual life insurance, annuities, asset-based long-term care solutions and employee benefit plan products.

Products are issued and underwritten by the companies of OneAmerica and distributed through a nationwide network of employees, agents, brokers and other sources that are committed to providing value to our customers.

To learn more about our products, services and the companies of OneAmerica, visit **OneAmerica.com/companies**.

ONEAMERICA®