

UNITED OF OMAHA LIFE INSURANCE COMPANY

A MUTUAL of OMAHA COMPANY

Mutual of Omaha Plaza, Omaha, NE 68175



Home Office: Mutual of Omaha Plaza, Omaha, Nebraska 68175

This Policy is issued to **Thor Airstream** (the "Policyholder").

This Policy is a legal contract between the Policyholder and Us. It is issued in consideration of payment of premiums and the Policyholder's application.

This Policy will be interpreted under the Employee Retirement Income Security Act of 1974, as amended (ERISA). This Policy is issued in the State of Indiana. To the extent state law is not preempted by ERISA, and only to that extent, this Policy will also be interpreted under the law of the State of Indiana, without giving effect to the principles of conflicts of law of that State or any other state. Any part of this Policy which is in conflict with the applicable laws of the State of Indiana is changed to conform to the minimum requirements of that State's laws.

This Policy is effective January 1, 2022 at the Policyholder's main office.


We agree to pay benefits subject to the terms, conditions, and limitations of this Policy.

The Certificate is made a part of this Policy.

GROUP POLICY NO. GLUG-C26N

As Revised April 1, 2022

Publication Date: May 9, 2022


Chief Executive Officer


Corporate Secretary

GENERAL PROVISIONS

Capitalized terms are defined in the Certificate or other documents made a part of this Policy.

PREMIUM CHANGES

We reserve the right to change premium rates any time after:

- a) the most recent premium rate guarantee date described in this Policy;
- b) there is an increase or decrease of 10% or more in the Policyholder's Employee population or the number of Employees insured under this Policy;
- c) Our liability or cost of administration is changed due to a change in federal, state, or local law;
- d) this Policy's terms are changed; or
- e) there is a change which materially affects the risk assumed for insurance provided by this Policy.

We must give the Policyholder at least 90 days advance Written Notice of any premium rate change.

PAYMENT OF PREMIUMS

The premium for this Policy equals the sum of the individual premiums for each Insured Person. The first premium is due on the effective date of this Policy. Subsequent premiums are due on the first day of each subsequent month or other modal period agreed to in writing by an authorized representative in Our home office. Premium payments must be made to Our home office or to a location We designate, using a payment method We accept. We will consider premium to be paid on the date We receive it.

GRACE PERIOD

This Policy has a 45 day grace period. This means that, except for the initial premium, if the premium is not paid on or before the date it is due, it may be paid in 45-day period that follows. This Policy will stay in force during the grace period, unless the Policyholder gives Us written notice that this Policy will terminate during the grace period. If We receive such notice, We will terminate this Policy on the date requested.

TERMINATION

Following at least 60 days advance written notice to the Policyholder, We have the right to terminate this Policy:

- a) if the number of Employees insured is less than 10 or less than 100% of those eligible for insurance;
- b) any time after the most recent premium rate guarantee date described in this Policy; or
- c) if the Policyholder does not perform any of its duties under this Policy.

The Policyholder has the right to terminate this Policy at any time. The Policyholder must give Us written notice of at least 31 days before the date this Policy is to terminate, unless the Policyholder gives Us written notice that this Policy will terminate during the grace period.

This Policy will automatically terminate at the end of the grace period if the Policyholder fails to pay its portion of the premium.

If this Policy terminates for any reason:

- a) all unpaid premiums up to the date of termination are due, including premiums for the grace period or any part of the grace period; and
- b) all unpaid premiums are due no later than the date of termination.

Termination of this Policy will not affect benefits otherwise payable for a claim incurred while this Policy is in force.

REINSTATEMENT AFTER TERMINATION

If this Policy terminates for any reason, the Policyholder may request to reinstate it. We will reinstate only if:

- a) an authorized representative in Our home office agrees in writing to reinstate this Policy;
- b) the Policyholder agrees in writing to accept any written conditions of reinstatement that We impose;
- c) all past due premiums are paid, including any premium for the time insurance was in effect during the grace period; and
- d) the premium due from the date of reinstatement until the next premium due date is paid.

CERTIFICATES

We will issue the Policyholder a Certificate for delivery to each Insured Person. The Certificate describes the benefits, terms, conditions, exclusions and limitations of the insurance provided under this Policy.

MISSTATEMENT OF AGE OR GENDER

If an Insured Person's age or gender is misstated, We may adjust the premium or the benefits payable. An adjustment of the benefits payable will be based on what the premium would have purchased at the correct age or gender.

INCONTESTABILITY

We will not contest this Policy after it has been in force two years, except for nonpayment of premium.

POLICYHOLDER RESPONSIBILITIES

The Policyholder will notify each Insured Person and Us when insurance under this Policy ends if this Policy is terminated and is not replaced by another policy or plan with no interruption in coverage.

Notice shall be provided within 31 days from the date insurance ends. Notice to the Insured Person shall include information about any options available to continue or obtain insurance.

The Policyholder is responsible for keeping the following records:

- a) persons insured by classification and any persons eligible but not insured;
- b) the amount of money the Policyholder contributes toward premiums;
- c) beneficiary designation information, if applicable; and
- d) any other information which We may reasonably request.

The Policyholder will provide Us with copies of these records upon request. These records must be open to Us for inspection at any reasonable time. The Policyholder will provide, as We require, any information on Our forms which is needed for insurance administration.

The Policyholder is responsible for enrolling eligible persons for coverage under this Policy and performing other administrative duties agreed to by Us. The Policyholder will perform its responsibilities in accordance with the terms of this Policy and Our policies and procedures. The Policyholder may delegate some of its responsibilities to a third party. The Policyholder agrees to indemnify and hold Us harmless from and against any and all claims, actions, damages, liability and expenses, including, without limitation, reasonable attorneys' fees, arising from or related to the failure of the Policyholder, or a third party to whom the Policyholder has delegated its responsibilities, to perform its responsibilities in accordance with the terms of this Policy or Our policies and procedures.

ASSIGNMENT

No assignment of this Policy is binding upon Us unless an officer in Our home office agrees to it in writing and not until it is recorded with Us at Our home office.

PREMIUM RIDER

This rider is made a part of Group Policy GLUG-C26N.

This rider is effective April 1, 2022.

CLASS(ES)

All Eligible Active Airstream Administrative Management Employees

All Eligible Active Salaried Airstream Clerical Employees

All Eligible Active Salaried Airstream Production Employees with 5-10 Years of Service

All Eligible Active Salaried Airstream Production Employees with Less Than 5 Years of Service

All Eligible Active Salaried Airstream Production Employees with 10+ Years of Service

All Eligible Active Hourly Airstream Clerical Employees

All Eligible Active Hourly Airstream Production Employees with 5-10 Years of Service

All Eligible Active Hourly Airstream Production Employees with Less Than 5 Years of Service

All Eligible Active Hourly Airstream Production Employees with 10+ Years of Service

All Eligible Airstream Retirees

LIFE INSURANCE PREMIUMS

All Eligible Active Airstream Administrative Management Employees

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Active Salaried Airstream Clerical Employees

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Active Salaried Airstream Production Employees with 5-10 Years of Service

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Active Salaried Airstream Production Employees with Less Than 5 Years of Service

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Active Salaried Airstream Production Employees with 10+ Years of Service

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Active Hourly Airstream Clerical Employees

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Active Hourly Airstream Production Employees with 5-10 Years of Service

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Active Hourly Airstream Production Employees with Less Than 5 Years of Service

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Active Hourly Airstream Production Employees with 10+ Years of Service

The monthly premium for life insurance is as follows:

Employee \$0.292 for each \$1,000

All Eligible Airstream Retirees

The monthly premium for life insurance is as follows:

Employee \$2.98 for each \$1,000

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE PREMIUMS

All Eligible Active Airstream Administrative Management Employees

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

All Eligible Active Salaried Airstream Clerical Employees

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

All Eligible Active Salaried Airstream Production Employees with 5-10 Years of Service

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

All Eligible Active Salaried Airstream Production Employees with Less Than 5 Years of Service

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

All Eligible Active Salaried Airstream Production Employees with 10+ Years of Service

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

All Eligible Active Hourly Airstream Clerical Employees

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

All Eligible Active Hourly Airstream Production Employees with 5-10 Years of Service

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

All Eligible Active Hourly Airstream Production Employees with Less Than 5 Years of Service

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

All Eligible Active Hourly Airstream Production Employees with 10+ Years of Service

The monthly premium for AD&D insurance is as follows:

Employee \$0.027 for each \$1,000

RATE GUARANTEE DATE

January 1, 2025 or any date thereafter agreed to in writing by Our authorized representative in Our home office.

PREMIUM ALLOCATION

The total amount of premium paid or remitted by the Policyholder for this Policy and any other group insurance policy the Policyholder has with Us or any of Our affiliates (“Other Policy”) will be allocated to this Policy and each Other Policy on a pro-rata basis. This means that if the Policyholder does not pay or remit the full premium that is due for this Policy or any Other Policy by the due date, the full amount of premium for this Policy and each Other Policy will be past due, resulting in termination of this Policy and each Other Policy in accordance with the applicable grace period for this Policy and each Other Policy.

PUBLICATION DATE

May 9, 2022

UNITED OF OMAHA LIFE INSURANCE COMPANY

Jaya Shankar
Corporate Secretary

NOTICE OF PROTECTION PROVIDED BY THE INDIANA LIFE AND HEALTH INSURANCE GUARANTY ASSOCIATION

This notice provides a brief summary of the Indiana Life and Health Insurance Guaranty Association ("ILHIGA") and the protection it provides for policyholders. This safety net was created under Indiana law, which determines who and what is covered and the amounts of coverage. ILHIGA was established to provide protection to policyholders in the unlikely event that your life, annuity or health insurance company becomes financially unable to meet its obligations and is taken over by its insurance department. If this should happen, ILHIGA will typically arrange to continue coverage and pay claims, in accordance with Indiana law, with funding from assessments paid by other insurance companies. (For purposes of this Notice, the terms "insurance company" and "insurer" mean and include health maintenance organizations ("HMOs")).

BASIC PROTECTIONS CURRENTLY PROVIDED BY ILHIGA

Generally, an individual is covered by ILHIGA if the insurer was a member of ILHIGA and the individual lives in Indiana at the time the insurer is ordered into liquidation with a finding of insolvency. The coverage limits below apply only to for companies placed in rehabilitation or liquidation on or after July 1, 2018. The benefits that ILHIGA is obligated to cover are not to exceed the lesser of (a) the contractual obligations for which the member insurer is liable or would have been liable if the member insurer were not an insolvent insurer, or (b) the limits indicated below:

- a) Life Insurance
 - 1. \$300,000 in death benefits
 - 2. \$100,000 in cash surrender or withdrawal values
- b) Health Insurance
 - 1. \$500,000 for health plan benefits (see definition below)
 - 2. \$300,000 in disability and long-term care insurance benefits
 - 3. \$100,000 in other types of health insurance
- c) Annuities
 - 1. \$250,000 in present value of annuity benefits (including cash surrender or withdrawal values)

The maximum amount of protection for each individual, regardless of the number of policies or contracts, is \$300,000. Special rules may apply with regard to health benefit plans and covered unallocated annuities.

"Health benefit plan" is defined in IC 27-8-8-2(o), and generally includes hospital or medical expense policies, certificates, HMO subscriber contracts or certificates or other similar health contracts that provide comprehensive forms of coverage for hospitalization or medical services, but excludes policies that provide coverages for limited benefits (such as accident-only, credit, dental-only or vision-only insurance), Medicare Supplement insurance, disability income insurance and long-term care insurance.

The protections listed above apply only to the extent that benefits are payable under covered policy(s). In no event will the ILHIGA provide benefits greater than those given in the life, annuity, or health insurance policy or contract. The statutory limits on ILHIGA coverage have changed over the years and coverage in prior years may not be the same as that set forth in this notice.

Note: Certain policies and contracts may not be covered or fully covered. For example, coverage does not extend to any portion(s) of a policy or contract that the insurer does not guarantee, such as certain investment additions to the account value of a variable life insurance policy or variable annuity contract.

Benefits provided by a long-term care (LTC) rider to a life insurance policy or annuity contract shall be considered the same type of benefits as the base life insurance policy or annuity to which it relates.

To learn more about the protections provided by ILHIGA, please visit the ILHIGA website at www.inlifega.org or contact:

Indiana Life and Health Insurance
Guaranty Association
3502 Woodview Trace, Suite 100
Indianapolis, IN 46268
317-636-8204

Indiana Department of Insurance
311 West Washington Street, Suite 103
Indianapolis, IN 46204
317-232-2385

The policy or contract that this notice accompanies might not be fully covered by ILHIGA and even if coverage is currently provided, coverage is (a) subject to substantial limitations and exclusions (some of which are described

above), (b) generally conditioned on continued residence in Indiana, and (c) subject to possible change as a result of future amendments to Indiana law and court decisions.

Complaints to allege a violation of any provision of the Indiana Life and Health Insurance Guaranty Association Act must be filed with the Indiana Department of Insurance, 311 W. Washington Street, Suite 103, Indianapolis, IN 46204; (telephone) 317-232-2385. Insurance companies and agents are not allowed by Indiana law to use the existence of ILHIGA or its coverage to encourage you to purchase any form of insurance. (IC 27-8-8-18(a)). When selecting an insurance company, you should not rely on ILHIGA coverage. If there is any inconsistency between this notice and Indiana law, Indiana law will control.

Questions regarding the financial condition of a company or your life, health insurance policy or annuity should be directed to your insurance company or agent.

ADDITIONAL SERVICES DISCLOSURE

From time to time, We or Our affiliates may offer, provide, or arrange through a third party to provide certain services to Policyholders and/or their Employees. Some services may be provided at a reduced cost.

The additional services may include one or more of the following:

- employee assistance program
- travel assistance
- identity theft
- Family and Medical Leave Act administration
- benefit administration
- care advocacy
- healthcare financial management
- medical cost and quality comparisons
- medical second opinion
- surgery benefit management
- pharmaceutical cost comparisons
- audit services
- payroll services

We are not responsible for the provision of services by our affiliates or third parties. We are also not liable to Policyholders or their Employees for the failure to provide or the negligent provision of such services by Our affiliates or third parties.