

Investment Options

U.S. BENCOR/MidAmerica has a long-standing relationship with American United Life Insurance Company®, a OneAmerica® company (OneAmerica), headquartered in Indianapolis, Indiana. The investments for the proposed plans will be provided by OneAmerica, which has more than 145 years of financial services experience, nearly \$33 billion of pension assets under management, and consistently earns superior financial ratings.

Fixed Investment Option

The Village can opt for a fixed interest annuity option. The minimum guaranteed interest rate is a stated 1.8% through 2025. Thereafter, the minimum guaranteed interest rate will be 1%, although the actual credited rate could be higher. All earnings in the account are tax-free.

Variable Investment Option

If a variable investment lineup is desired, we can offer a selection of funds covering the entire risk-return spectrum, which consists of a guaranteed fixed annuity and a diversified line-up of 22 funds including index funds, lifestyle funds, and target date funds. Fund lineups are selected from a universe of nearly 200 available funds and performance is monitored quarterly.

All earnings in the HRA are tax-free for the participant.

Fee Structure

USBMA charges a “per participant per month” administration fee for the HRA which includes recordkeeping, claims administration, customer service, reporting, debit card access and electronic claims management. Below is a fee comparison between USBMA and your current provider, TASC.

Fees	TASC	USBMA
Administration Fees (Monthly)		
Non-Claim Active Participants	\$2.50	
Claim-Active Participants	\$5.50	\$1
Minimum Monthly	\$125	\$0
Quarterly Asset-Based Fee	0.075%	0.00%
Annual Fee	\$500	\$0
Annual Cost	TASC	USBMA
Administration Fees		
Claim-Active Participants	\$1,500	\$240
Asset-Based Fee	\$4,800	\$0
Annual Fee	\$500	\$0
Annual Overall Cost	\$6,800	\$240

- Participant are being charged \$75 per year for administrative fees with TASC
- TASC's asset based fee and annual fee is being charged via an invoice to the Village of Orland Park or via a reduction of participant balances
- USBMA only charges a \$1 per month per participant fee billed quarterly
- Village of Orland Park's total estimated savings would be **\$6,560**