

The insurance policy document encompasses the Great American Financial Resources, Inc. Retirement and Savings Plan, effective January 1, 2001, which aims to assist eligible employees in accumulating retirement capital through various contributions, including Section 401(k) contributions, matching contributions, and employer retirement contributions. The plan details the vesting process for employer contributions, allowing participants to have separate accounts reflecting their contributions and outlining specific conditions for withdrawals, including retirement, death, disability, or severance from service. The plan is administered by a designated committee responsible for overseeing operations and ensuring compliance with applicable laws, with provisions for amendments and terminations subject to specific limitations.

Eligibility criteria for participation in the plan are clearly defined, allowing employees who were participants in previous plans to continue as participants, while excluding certain employees such as those covered by collective bargaining agreements. Contributions are subject to limits on annual additions, with a cap on a participant's Annual Addition not exceeding the lesser of \$30,000 or 25% of the participant's adjusted compensation for the Plan Year. The policy also outlines the procedures for calculating the Actual Deferral Percentage (ADP) and Actual Contribution Percentage (ACP) for Highly Compensated Employees (HCEs) and Non-Highly Compensated Employees (NHCEs), ensuring compliance with non-discrimination tests.

The document specifies the management of a Trust Fund, detailing that contributions made by employers cannot revert to them except under certain conditions, and that the plan is governed by Ohio law. It includes provisions for indemnification of trustees and plan administrators against losses incurred in their official capacities, except in cases of willful misconduct. The employer retains the right to amend or terminate the plan without requiring consent from other employers, although they are not obligated to maintain the plan for any minimum period. Upon termination, the employer is not liable for future contributions or payments.

Investment elections allow members to choose how their contributions are invested, with options for changing these elections and transferring assets between investment funds. The policy also addresses the handling of GAFRI Securities, including provisions for a "put" option if the securities become non-tradable, and establishes top-heavy provisions that apply if the accounts of Key Employees exceed 60% of all employee accounts on a Determination Date.

The claims procedure requires participants or beneficiaries to file claims in writing, with the Plan Administrator obligated to respond within 90 days. If a claim is denied, the claimant must be informed of the reasons and can request a review within 60 days. The policy emphasizes that nothing in the Plan guarantees employment rights or interferes with an Employer's ability to manage its workforce. Overall, the document provides a comprehensive framework for retirement savings, ensuring compliance with regulatory requirements while detailing the rights and responsibilities of both the employer and participants.