

2025 Annual Report

Serving through strength



One  America
Financial

2025 Annual Report

Letter from the CEO.....	3
Living our purpose.....	4
Positioning for growth.....	8
Stability that endures.....	12
Financial performance.....	16
Board leadership.....	22
Senior leadership.....	24



Care is at the heart of our business

Several years ago I was reminded of that in a deeply personal way when my neighbor unexpectedly lost her husband. Overnight, her life changed, and she found herself navigating decisions no one expects to face alone: Would she be able to keep their home? Could she keep her children in the schools they loved? Where could she find stability in a future that felt uncertain?

The answers came from a decision she and her husband had made years prior, when they had purchased a policy from a OneAmerica Financial company. It was a decision made not from fear, but from care — for each other, for their children and for the life they were building together.

That care changed everything, and as I personally hand-delivered the check to my neighbor's door, I had an opportunity to see what our work makes possible. In that moment, care was not an abstract idea or a line in a mission statement.

It was security. It was dignity. It was a promise kept.

Growth and strength in service of care

This year's annual report puts the care we show to our policyholders on full display — and illustrates why *growth* and *strength* are essential to that mission.

While the pages that follow highlight strong financial results and disciplined execution enabling our strategic priorities, the story at the center is deeply human.

It is the story of individuals who cared enough to plan and place their trust in us. Of a company strong and stable that keeps its promises. And of growth that ensures we can deliver greater certainty to more people, in more moments that matter, for generations to come.

While I don't have the chance to personally connect with every customer we serve, our trusted financial professionals do. And together, we never lose sight of what is behind each claim — someone who planned with care, and our promise to care in return.

It is an honor to carry this purpose with me every day. But on that day, standing on my neighbor's doorstep with information, financial resources and care that made all the difference for her and her children, I felt it in a way that will stay with me always. The family stayed in their home, the kids went to the colleges of their dreams, and they were able to rebuild their lives after such a devastating loss. It reinforced why our responsibility is clear — to remain *strong*, to *grow* thoughtfully, and to *serve with care* — so that when life changes, we are ready to do what we have promised.

That is how we turn care into greater certainty. It's why our work matters. And it's why you matter to us.

J. SCOTT DAVISON, CLU, ChFC
OneAmerica Financial Chairman,
President and CEO



Living our purpose: Strength in care, power in trust

At OneAmerica Financial, care is at the heart of everything we do. Our almost 150-year history of helping families and businesses create financial security is rooted in compassion for the people and communities we serve. As we reflect on the past year and look toward the future, these are the principles that guide us. Behind our results, both financially and in how we support those that place their trust in us, is a commitment to support with integrity and offer peace of mind.

A future shaped by compassion

Every day we witness how care guides life's most important moments. Some arise from joy, others from uncertainty. Through every circumstance, our role is to help create greater clarity and confidence — in both good times and challenging ones.

By listening closely and acting with intention, we continuously enhance how we serve our customers and distribution partners, as well as our communities. This responsiveness ensures we remain grounded in honoring the lives that inspire every interaction.

Over the past year, we have strengthened this commitment by enhancing how we deliver support, and at the same time, deepening meaningful relationships. Our progress is measured not only by business outcomes. It lives in the reassurance and confidence we provide.

Empowering customers with security

Every policy secured and each claim fulfilled represents care delivered at the right time. This is especially true in moments surrounding caregiving and loss, when families are navigating unfamiliar, often emotional territory.

We bring care to life through our philanthropic efforts, associate development, strong relationships with distribution partners, and most importantly, how we show up for our customers.

Through our enhanced Care Concierge services, we provide personalized guidance to caregivers navigating complex decisions. To further broaden understanding, our OneAmerica Financial Foundation sponsored the PBS documentary "Caregiving," which highlights the realities many families face.

Values in action



Propelling a national conversation

We're aligning our commitments to make a greater impact where our communities need us most. Our support of "Caregiving," a PBS documentary that explores the emotional, financial and social realities that caregivers face, reflects a core belief: that financial security and personal well-being are deeply connected. Through advocacy, sponsorship and thought-leadership research, we are committed to shining a national spotlight on an issue that affects millions of families across the country.



3,000+ students engaged

Through our signature Pathways Program, more than 3,000 students have explored real-world careers — helping the next generation build clarity, confidence and direction.



5,000+ volunteer hours

Our associates contribute more than 5,000 volunteer hours each year, strengthening the communities where they live and work.



Over \$1 million invested

We invested over \$1 million to develop Know Yourself, Grow Your Wealth. A financial literacy program, it equips individuals with tools to make informed financial decisions. We also supported water safety and community outreach as part of our education and economic empowerment efforts.



ILTCI Recognition Award

OneAmerica Financial was honored by The Intercompany Long-Term Care Insurance Conference Association, Inc. (ILTCI) for our enduring contributions to advancing the long-term care industry. For over 30 years, our companies have shaped the industry by pioneering innovative solutions and championing a more consumer-focused approach to long-term care planning.



\$3+ million invested annually

Each year we invest more than \$3 million in the communities we serve — advancing education, economic empowerment and the well-being of families.

Across our organization, care extends to include those who serve our customers. This year we hosted connection-driven events and launched resources to support OneAmerica Financial associates who are balancing their careers while caring for loved ones.

Care reflects the heart of our principles. It is personal and essential, inspiring the way we listen and how we solve problems. It is the cornerstone upon which we stand with people through life's important moments.

A vision rooted in progress

As we look ahead, our vision remains grounded in a commitment to care in every interaction. Our teams support customers through evolving stages of life, offering guidance that unfolds across a series of conversations.

A call begins with a question about available time off to welcome a first child. The same customer later seeks options to protect a growing family's financial future. At each step, our associates listen, simplifying complexity to help chart a path that aligns with their needs. These relationships are anchored in trust and guidance.

At OneAmerica Financial, living our purpose means ensuring customers experience the strength of our service and impact of our care, along with the reassurance of knowing that someone is alongside them at every step.

“ I've worked in the insurance industry for more than 20 years, and my role at OneAmerica Financial offers a unique opportunity to touch lives every day. I step into people's hardest days with them and try to do that one extra thing that turns confusion into relief. ”

Tammy Harvey
OneAmerica Financial
Claims Representative

That same spirit extends into our communities, where associates contribute more than 5,000 volunteer hours annually and support long-standing relationships focused on education and financial literacy designed to encourage economic empowerment.

Through sustained initiatives, we invested more than \$3 million annually in our communities and engaged more than 3,000 students through our Pathways Program, helping equip the next generation for future careers and personal success.



Positioning for growth: A journey shaped by purpose

Growth can take many forms. For us, it begins with a deep understanding of the people who rely on us. Each improvement we make carries a story. A customer navigating an unfamiliar decision leaves a conversation with clear, confident next steps. A financial professional helps guide a family to secure their unique needs. An associate is intent on making each experience just a little easier than the day before.

These moments offer steady reassurance through every step of the journey, reminding us that progress is not measured solely by results. It is felt in the quiet relief of an individual discovering the information they need is exactly where they expected it to be. It is heard in the confidence of distribution partners who trust that we will stand beside them. Our commitments are shaped by these experiences. We lead with the belief that every detail matters. That every person matters.

Expanding opportunity with intention

Looking ahead, we remain focused on building confidence that strengthens over time. Our reliability comes from consistent experiences and solutions that genuinely meet people's needs. That confidence deepens when people feel supported in the moments that matter.

Positioning for growth means more than expansion. It means innovation informed by active listening and offerings that strengthen certainty for our customers. By enhancing long-term care solutions and our whole life product suite, our Individual Life and Financial Services teams are advancing a growth strategy grounded in lasting protection and value.

At the same time, our Institutional Markets business continues to step into opportunities that support participant goals, while Employee Benefits is poised to expand coverage across broader employer and employee needs.

Progress grounded in people

As we continue to grow, our focus remains grounded in a simple idea: People deserve to feel guided and supported through life's most important moments. That belief informs the choices we make.

Over the past year, that focus turned into real progress. We rolled out more than 100 new features and improvements across our digital platforms, including more self-serve offerings. We advanced market access through long-term care product launches in new states and paved the way for employee benefits market expansion through a focus on targeted talent investment.

Every step forward reflects our commitment to progress in a manner that feels thoughtful and steady.



“ **What distinguishes OneAmerica Financial is how deeply and intentionally our teams listen. This relationship-first mindset is what shapes the work we do. We earn trust by delivering experiences that truly support the people and businesses who rely on us.** ”

Erin Garrett
Vice President of Service Experience and Resiliency

Listening as our guide

We listen to customers as they share hopes, as well as concerns. The insights we gather guide our future direction. By taking time to understand, we gain clarity needed to adapt.

Listening has shaped meaningful modernization across our platforms. From enhanced home screens and clearer messaging to quick links and simplified contract switching, our platforms ensure information is intuitive and easy to act on.

Our commitment deepened this year with the introduction of call center technology that provides real-time visibility into customer needs. These insights, paired with post-call surveys that capture feedback, allow us to anticipate customer needs and continuously refine the service experience for those we support.

Within Employee Benefits, listening supports how we serve employers at every stage. Companies of all sizes receive local, dedicated account management, ensuring personalized guidance regardless of scale. Supported by seasoned associates who understand each client’s unique needs, our teams help employers navigate complexity with confidence. This relationship-driven model is reinforced by a broader transformation underway that will allow OneAmerica Financial to introduce new solutions and experiences that meet and exceed expectations.

Our stewardship-focused approach has elevated our relationship-minded operations to next-level performance. We’ve streamlined our new business and case management offerings, resulting in positive Net Promoter and Trust scores. We continue to demonstrate we are built for now and for what’s next.

Customer voices continue to shape our future. They remind us why details matter. They give meaning to the work behind every enhancement and every new capability. Listening ensures our progress remains aligned with what matters most.

Shaping our future



Advancing the digital experience

We delivered over 100 new enhancements across our digital, data and business operations experiences. Internal and external feedback drives continuous improvement as we believe being there for those we serve should be simple and straightforward, powering the progress we strive to deliver.



Refreshed platforms for better experiences

The redefined Pension Risk Transfer and pensions portal, combined with Account Navigator integration, improves functionality and navigation. Enhancements to the home screen, targeted omnichannel messaging, and streamlined quick links support more intuitive access and efficient contract management.



Delivering service that strengthens relationships

Innovations across our service and operations teams, including our Care Solutions underwriting platform, led to faster processing times of up to 45%, while seamless connectivity between call centers and online experiences resulted in greater transparency and ease.



100% quality performance

Employee Benefits claims delivered 100% quality performance across all claims categories in 2025 and met or exceeded in five key claimant moments of truth, underscoring our commitment to delivering on our promises and ensuring long-term sustained growth.



Increased reach through products and solutions

By enhancing our market-leading Care Solutions product offering we also expanded our ability to serve more families with long term care support across the nation. Our Career Agency system continued to grow by serving more customers. We proudly support their agencies through dedicated teams that provide guidance and counsel for key aspects of their business, including enhanced product training, recruiting support and business operations.



Expanding our reach

This year we expanded our reach by strengthening key growth channels. We continue to welcome sales associates in new markets and attract distribution partners, increasing our capacity to serve more customers.





Stability that endures: Strength that carries us forward

Stability begins with the confidence customers place in our ability to protect their future. Each financial milestone we achieve reflects a deeper story. A family reviews a long-term plan, counting on the promises we have made. A business moving forward, planning without hesitation. A distribution partner speaks with confidence, knowing we will stand behind every commitment.

In 2025, OneAmerica Financial refreshed our core values to reflect who we are today and also where we're headed. We lead with mission-driven service and collaborate more closely, staying accountable to the promises we make and the progress we create for others for years to come. Our long-term view provides an anchor for our decisions, as each one will impact generations to come.

Progress that supports long-term reliability

Each day, we balance the needs of today with the innovation that empower our tomorrows. This year, we advanced our mindset, processes and solution design toward greater customer centricity, yielding greater reliability and consistency across market-leading advancements.

We strengthened our technology and data posture and enhanced our automation and innovation capabilities, while implementing end-to-end voice of customer practices that drive continuous improvement.

That same focus on reliability extends through to our service model. Our in-house claims team, deeply familiar with our comprehensive product offering across business lines, is structured to provide personalized guidance and continuity, ensuring customers understand their options.

In parallel, our contact center continues to outperform the industry across satisfaction, retention and quality outcome measures. Together, these capabilities reinforce long-term confidence and underscore our commitment to reliability where it matters most.

Financial strength that stands behind our promise

Every product we offer and every service model we operate is grounded in enhancing our strong financial foundation. Our robust capital position and disciplined risk management enable us to protect the future while remaining agile in an increasingly progressive environment.

Momentum that endures



Thought leadership that shapes the future

Through original research and industry studies, we share insights and inform strategy that advances conversation across the financial services industry. In 2025, our contributions to white papers and industry journals helped guide innovations and growth across our organization and the broader marketplace.



20% lower turnover than industry average

Our contact center maintains turnover rates 20% lower than industry averages, reflecting a strong culture and sustained investment in our people. This stability supports consistent, knowledgeable service for our policyholders and enables long-lasting relationships with our distribution partners.



Affirmed ratings

The companies of OneAmerica Financial are among only 8% of U.S. life insurers with an A.M. Best rating of A+ (Superior) or higher and a Standard & Poor's rating of AA- or higher.*

*Calculated by OneAmerica Financial based on data provided by S&P Global Market Intelligence as of March 20, 2026.



Innovation powered by technology

Focused investments in innovation support informed decision-making and improved customer experiences. Smart capabilities drive operational efficiency in processing speed and consistency while allowing our teams to focus on high-value work.



A 150-year foundation

For almost 150 years, our companies have stayed true to our mission to help create certainty when customers need us most.



Continuous improvement

We've streamlined our new business and case offerings, resulting in favorable Net Promoter and Trust scores.



This strength is reflected in our proven ability to deliver on our promises and is validated by our financial performance and independent ratings. It proves the security to plan with confidence, while enabling continued investment in innovative solutions. Our financial strength enables confident investment and sustained growth.

A foundation prepared for sustained progress

Our organizational structure continues to evolve in ways that support long-term growth. Across teams, collaboration is more connected. Decisions move forward with shared understanding, supported by an organization designed to adapt.

This approach is evident in our people-centric progress. We strengthened the ILFS career agency channel, reinforcing a structured and sustainable pipeline for future leadership. Our dedicated teams partner with General Agents and producers to provide enhanced new business solutions, product training, share in best practices for continuous improvement - and deliver operational improvements to make doing business with us easy for both producers and customers.

Continued investments in specialized talent, including product leadership and distribution, enhance our ability to

design and deliver solutions that meet customer needs while maintaining consistency and quality at scale.

Product innovation focused on long-term value and flexibility strengthens our ability to serve diverse markets with confidence.

These efforts build on our almost 150-year legacy of stewardship and service. They reflect our history of adapting to meet the needs of customers and distribution partners. They also prepare us for a future in which reliability and innovation work side by side. We are moving forward with a framework designed for resilience, one that is prepared to grow with intention.

Confidence that carries us forward

The strength of our financial results, paired with progress, position OneAmerica Financial for continued momentum. They ensure we fulfill our commitments for today while thoughtfully mapping a solid future.

As we look ahead, we remain guided by those who depend on us. We continue to build solutions that support relationships that strengthen, all to reinforce trust. Long-term stability is not defined by numbers alone, but by the confidence people feel when they step forward, with OneAmerica Financial by their side.

9.2%

Compound annual growth rate of adjusted revenue¹ over the past three years

95%

The rate at which we retained customers in 2025

19.8%

Compound annual growth rate of Core² pre-tax operating income over the past 3 years

Positioned for long-term growth

As a mutual organization, we're focused on building financial security, not just for today, but for generations to come. That purpose hasn't changed. It continues to guide us as we reflect on a strong year and look ahead to what's next.

Our financial strength is what allows us to show up for customers when it matters most. In 2025 that strength was clear. We delivered record-breaking Core GAAP Operating Earnings for the fourth consecutive year, a testament to the consistent performance of our products and our continued investment in core businesses.

Across the industry, maintaining strong capital levels remains a top priority – and it's no different for us. In 2025, we increased GAAP Consolidated Equity by more than \$500 million, reaching \$2,798 million.

Our NAIC risk-based capital ratio also rose to over 500%, its highest level in more than a decade. These results reflect our ongoing commitment to positioning the business for long-term growth.

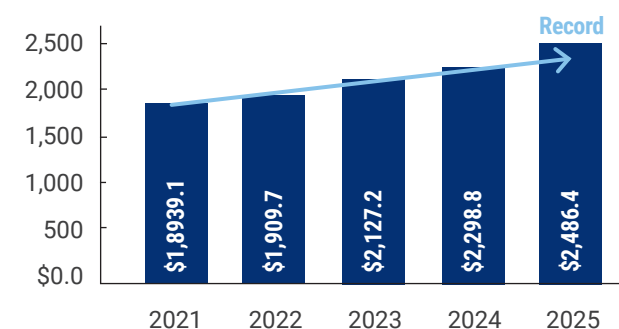
Looking ahead to 2026 and beyond, we're building on this momentum. The steps we've taken have strengthened our capital base, giving us the flexibility to invest in future growth. Our goal is to create greater certainty through financial security and to extend that impact to even more customers.

None of this would be possible without the dedication of our team and the strong collaboration we share with our distribution partners and external stakeholders. By staying focused on our relationship-driven approach, we're well positioned to continue growing OneAmerica Financial and expanding our impact.

GAAP Core¹ Adjusted Revenues²

Our adjusted revenue growth is fueled by consistently high retention, solid sales and our disciplined investment strategy.

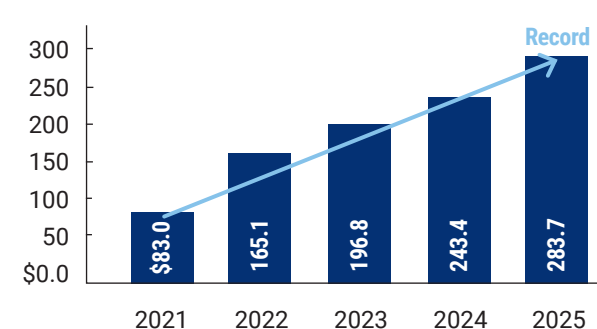
(in millions of dollars)



Core¹ Pre-tax Operating Income³

Our core pre-tax operating income continues to strengthen, reflecting strong execution and providing a solid platform for future growth.

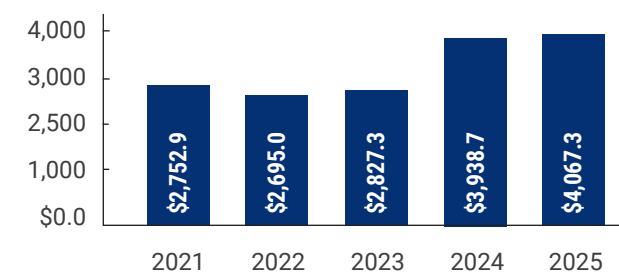
(in millions of dollars)



GAAP Equity⁴

Increase in GAAP equity highlights our strong financial foundation, positioning us for growth.

(in millions of dollars)



- Adjusted revenue is a management metric that excludes certain nonrecurring revenue items.
- During 2025, we realigned our internal definition of products considered core. As such, we have revised all years presented.
- Core pre-tax operating income is defined as GAAP income from our three core operating divisions (Individual Life and Financial Services, Employee Benefits and Institutional Markets) before income-tax expenses and excluding the impact of realized investment gains and losses other than those relating to product specific hedges.
- Excludes unrealized appreciation and depreciation of securities, net of tax and valuation adjustments.

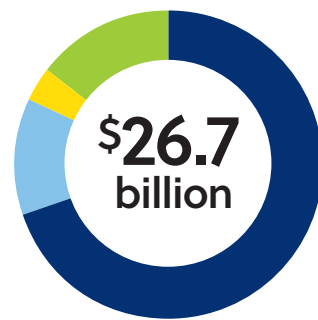
2024 and 2025 results are shown under ASU 2018-12: Targeted Improvements to Accounting for Long-Duration Contracts.

Strengthening our performance through disciplined investments

At OneAmerica Financial, disciplined investments continue to elevate our long-term strength. Our strategic decisions leverage market opportunities that reduce risk while maximizing gains. This approach ensures we're positioned to invest in improving the experience for our customers as they prepare for their financial future.

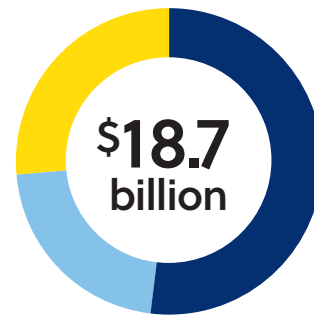
(in billions of dollars)

Invested assets



Fixed maturities	70.0%
Mortgages	12.1%
Policy loans	3.5%
Cash and other	14.4%

Fixed maturities*



Public bonds	52.1%
Private placements	21.7%
Mortgage and asset-backed securities	26.2%

*Excludes securities pledged under securities lending agreements.

The OneAmerica Financial portfolio provides strong returns and solid protection.

	OneAmerica Financial	Industry average
Investment-grade bonds	97.7%	95.4% ¹
Below-investment-grade bonds	2.3%	4.6% ¹
Total bond portfolio	100%	100%
60-day commercial mortgage delinquencies and foreclosures	0.00%	0.5% ²

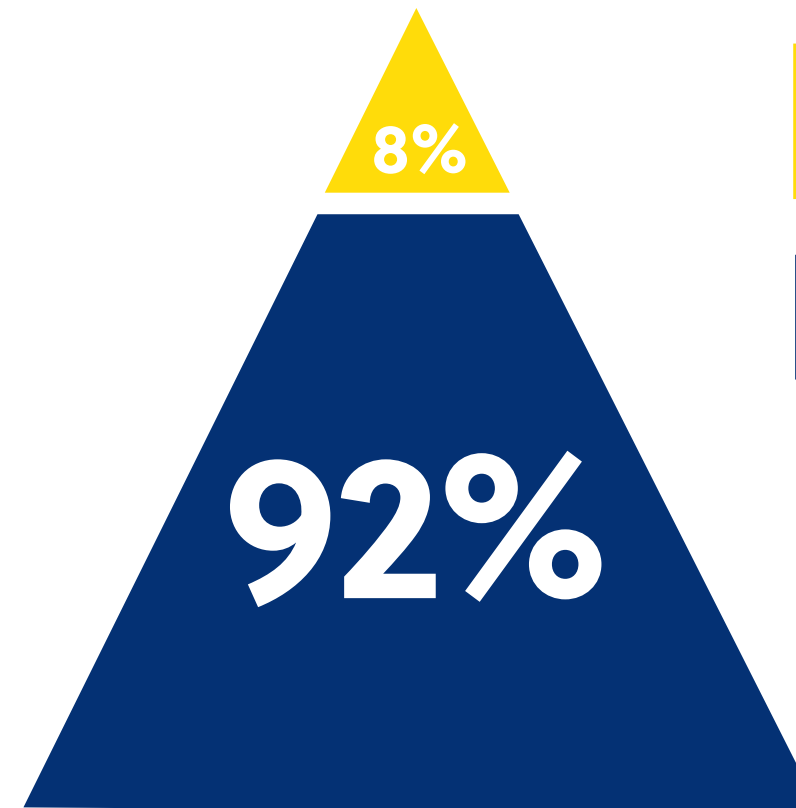
1. Source: ACLI industry average as of Q3 2025.

2. Source: ACLI industry average as of Sept. 30, 2025.

OneAmerica Financial® is the marketing name for the companies of OneAmerica Financial.

Rating agencies reaffirm our financial strength

Our industry relies on external agencies to gauge financial stability. These ratings are more than letters and symbols. They're data-backed confirmation of our long-term strength and ability to serve our customers when they need us, now and for years to come. In 2025 we again received affirmations of the ratings for the insurance companies of OneAmerica Financial®. We maintain our capital at a consistently prudent level, aligned with a AAA rating against S&P standards.



The companies of OneAmerica Financial are among **only 8% of U.S. life insurers** with an A.M. Best rating of A+ (Superior) or higher and a Standard & Poor's rating of AA- or higher.

The remaining 92% are composed of 353 life groups/unaffiliated companies that aren't rated A+ (AM Best) and AA- (S&P) or higher.

*Calculated by OneAmerica Financial based on data provided by S&P Global Market Intelligence as of March 20, 2026.

Note: These ratings reflect rating agency assessments of the financial strength and claims-paying ability of the companies of OneAmerica Financial. They are not intended to reflect the investment experience or financial strength of any variable account, which is subject to market risk. Because the dates are only updated when there's a change in the rating, the dates above reflect the most recent ratings we have received. Please know that these ratings can change at any time. OneAmerica Financial companies include American United Life Insurance Company® and its affiliate The State Life Insurance Company® (State Life). AUL and State Life were rated A+ by A.M. Best on September 19, 2025. AUL and State Life were rated AA- by S&P on September 8, 2025. A+ is the second highest of A.M. Best's 15 rating categories, and AA- is the fourth highest of Standard & Poor's 22 rating categories. Please know these ratings can change at any time.

Condensed consolidated GAAP balance sheet

OneAmerica Financial Partners, Inc.

December 31 (in millions)	2025	2024
Assets		
Investments:		
Fixed maturity securities – available for sale, at fair value net of allowance of \$24.7 at December 31, 2025; \$13.3 at December 31, 2024	18,690.3	18,876.4
Mortgage loans, held for investment net of allowance of \$3.6 at December 31, 2025; \$6.0 at December 31, 2024	3,243.0	3,230.3
Cash and cash equivalents, restricted balance of \$20.8 at December 31, 2025; \$21.3 at December 31, 2024	720.5	743.7
All other investments	4,060.4	4,488.4
Total investments	26,714.2	27,338.8
Accrued investment income	230.3	233.8
Reinsurance receivables, net of allowance of \$2.0 at December 31, 2025; \$2.4 at December 31, 2024	9,502.3	6,917.6
Deferred acquisition costs*	1,463.5	1,387.6
Property and equipment, net	163.3	189.2
Other assets*	632.4	590.9
Assets held in separate accounts	19,472.5	21,544.0
Total assets	58,178.5	58,202.0
Liabilities and shareholder's equity		
Liabilities:		
Policy reserves*	30,410.2	29,719.7
Funding agreements	2,127.3	2,185.7
Other policyholder funds	199.6	204.3
Pending policyholder claims*	158.5	168.6
Surplus notes and notes payable	667.6	667.2
Payable for securities lending	764.8	719.2
Funds withheld liability	907.5	–
Other liabilities and accrued expenses*	671.8	714.3
Liabilities related to separate accounts	19,472.5	21,544
Total liabilities	55,379.8	55,923.1
Shareholder's equity		
Common stock, no par value – authorized 1,000 shares; issued and outstanding 100 shares	–	–
Retained earnings*	2,899.6	2,714.6
Accumulated other comprehensive income (loss)*	(100.9)	(435.7)
Total shareholders' equity	2,798.7	2,278.9
Total liabilities and shareholders' equity	58,178.5	58,202.0

Consolidated GAAP income statement

OneAmerica Financial Partners, Inc.

(Audited GAAP Basis)

December 31 (in millions)	2025	2024
Revenues		
Insurance premiums and other considerations	1,784.6	1,941.3
Policy and contract charges*	253.9	258.7
Net investment income	1,246.8	1,343.9
Realized investment gains (losses)	(54.7)	(217.0)
Other income	227.2	173.3
Total revenues	3,457.8	3,500.2
Benefits and expenses		
Policy benefits*	1,932.0	2,050.9
Liability remeasurement (gain) loss*	(54.1)	1.5
Effect of changes in the fair value of market risk benefits*	(0.1)	(0.2)
Interest expense on annuities and financial products	514.5	516.7
General operating expenses*	566.9	694.5
Commissions*	107.1	116.3
Amortization of DAC and other intangibles*	118.4	97.5
Dividends to policyholders	43.4	38.3
Interest expense on surplus notes and notes payable	37.2	37.2
Loss on sale of business	2.7	61.1
Total benefits and expenses	3,268.0	3,613.8
Income (loss) before income tax expense	189.8	(113.6)
Income tax expense (benefit)*	4.8	(46.4)
Net income (loss)	185.0	(67.2)

* Prior period amounts adjusted for the implementation of ASU 2018-12: Targeted Improvements to the Accounting for Long-Duration Contracts.

Note: 2024 results include impacts of the sale of the Recordkeeping business where accounting rules required management to recognize losses due to the intent to sell. These losses amounted to \$211 million; excluding this Recordkeeping sale impact, Net Income would have been \$143.8 million.



Board Leadership

Pictured left to right:

Allison B. Melangton

Senior Vice President, Penske Entertainment

Ryan C. Kitchell

Former Executive Vice President CAO and CFO, IU Health

George Nichols III

President and CEO, The American College of Financial Services

Steven J. Crowe

Retired Global Executive, Dell Technologies

J. Scott Davison, *CLU, ChFC*

Chairman, President and CEO, OneAmerica Financial

Susan J. Ellspermann*, *Ph.D.*

Former Indiana Lieutenant Governor; Past President, Ivy Tech Community College

Marvin L. White

Executive Chair, Aptevo Therapeutics

Todd M. Schoon, *CLU, ChFC*

Retired Executive Vice President Distribution Northwestern Mutual

Jean L. Wojtowicz

Founder and President, Cambridge Capital Management Corporation

Linda Smith Need, *FSA, MAAA, CFA, CFP, CAP*

Retired Senior Vice President and Managing Director Life Insurance, Wells Fargo

Carolene R. Mays

President and CEO, Building Leaders + Legacies; Former Utility Regulator and State Representative

**Lead Independent Director*

Board Committees

Audit Committee

Linda Smith Need, *Chair*

Steven J. Crowe

Ryan C. Kitchell

Carolene R. Mays

George Nichols III

Jean L. Wojtowicz

Compensation Committee

Marvin L. White, *Chair*

Allison B. Melangton

Linda Smith Need

Todd M. Schoon

Executive Committee

J. Scott Davison, *Chair*

Susan J. Ellspermann

Ryan C. Kitchell

Allison B. Melangton

Linda Smith Need

Marvin L. White

Governance and Nominating Committee

Carolene R. Mays, *Chair*

Susan J. Ellspermann

Allison B. Melangton

Todd M. Schoon

Jean L. Wojtowicz

Information Technology Committee

Todd M. Schoon, *Chair*

Steven J. Crowe

Susan J. Ellspermann

Carolene R. Mays

George Nichols III

Investment Committee

Ryan C. Kitchell, *Chair*

Steven J. Crowe

J. Scott Davison

George Nichols III

Marvin L. White

Jean L. Wojtowicz



Executive Leadership

Pictured left to right:

Karin W. Sarratt
Chief Operating Officer

Lisa C. Hawkins
Vice President, Enterprise Strategy,
Innovation and Organizational
Change Management

Joe S. Ingream
President, Employee Benefits

David M. Weisenburger
Chief Investment Officer

Steven J. Kofkoff
Senior Vice President, Recordkeeping

Richard M. Ellery
General Counsel and Secretary

Kimberly A. Thomas
Chief Human Resources Officer

George G. "Bud" Graessle
Senior Vice President, Product and
Performance, Individual Life and
Financial Services

Heather L. Hutchinson
Senior Vice President, Enterprise
Business Improvement

Dennis C. Martin, FSA,
FCIA, MAAA
President, Individual Life and
Financial Services

J. Scott Davison, CLU, ChFC
Chairman, President and CEO

Kelley L. Gay
Chief Marketing Officer

Mark D. Scalercio
Strategic Distribution Advisor

Timothy S. Bischof, FSA, MAAA
Chief Financial Officer

Our Mutual Insurance Holding Company Structure

OneAmerica Financial® and its operating company subsidiaries are a mutual organization ultimately owned by American United Mutual Insurance Holding Company (AUMIHC). Participating policyholders of our life insurance companies are members of AUMIHC and control, through its board of directors, the business of AUMIHC. Participating policyholders of the life insurance companies elect the AUMIHC board of directors. We believe that mutual ownership best aligns the interests of our customers, the company and its leadership.

About OneAmerica Financial

We are OneAmerica Financial, a national financial services organization helping people build greater certainty for better moments, every day. The companies of OneAmerica Financial have been advancing financial security for almost 150 years, supporting millions of customers with solutions across life insurance, retirement, employee benefits and long-term care.

As a people-first mutual organization, we prioritize our customers' interests and maintain a long-term focus on both value and financial stability.

OneAmerica Financial® is the marketing name for the companies of OneAmerica Financial.

American United Mutual Insurance Holding Company (an Indiana mutual insurance holding company established 12/17/00) OneAmerica Financial Partners, Inc.

Life Insurance Company Subsidiaries: American United Life Insurance Company®, The State Life Insurance Company®, Pioneer Mutual Life Insurance Company®

Non-Life Insurance Company Subsidiaries: OneAmerica Securities, Inc., AUL Reinsurance Management Services, LLC, OneAmerica Asset Management, LLC

OneAmerica Financial is the marketing name or brand that applies to the enterprise. OneAmerica Financial is not a licensed insurance company.



[View our stories online.](#)

NOT A DEPOSIT · NOT FDIC OR NCUA INSURED · NOT BANK OR CREDIT UNION GUARANTEED
NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY · MAY LOSE VALUE



Life Insurance Retirement Employee Benefits Long-Term Care

[OneAmerica.com](https://www.OneAmerica.com)

© 2026 OneAmerica Financial Partners, Inc. All rights reserved. OneAmerica Financial® is a registered service mark and the OneAmerica Financial logo and flag pictorial mark are service marks of OneAmerica Financial Partners, Inc.