

PUT THE **FIT** BACK INTO BENEFITS

FITs Employers' Budgets. FITs Employees' Needs.

INTRODUCING

Companion Life's Defined Contribution Plan



DEFINED CONTRIBUTION PLAN

Benefits Employees Need Most at a Cost Employers Can Afford!



ADVANTAGES

Employer Sets Budgetable Contribution Amount

No Participation Requirements*

Two-Year Rate Guarantee

\$100,000 G.I. for Voluntary Life

All Other Benefits are Guaranteed Issue

Can Use Online Enrollment Solutions

Employees Choose the Benefits They Need
Using the Employer Contribution

Companion Life's Defined Contribution Plan is an innovative approach to providing Basic Life/AD&D, Voluntary Life, Short Term Disability, Dental and Vision Benefits. *Defined Contribution* – a set amount the employer contributes to premiums for employee benefits. This approach has numerous advantages, because it benefits both the employer and the employees.

AVAILABLE BENEFITS

LIFE/AD&D

Benefits to \$50,000

DEPENDENT LIFE

\$5,000 Spouse and Child

VOLUNTARY LIFE

\$100,000 Guaranteed Issue

Dependent Life Available

SHORT TERM DISABILITY

60% to \$1,250

Optional Benefit Durations

Guaranteed Issue with 12/12
Pre-existing Conditions Limitation

VOLUNTARY DENTAL

Four Optional Plan Designs

Passive Dental Networks Available

Customized Dental Plans Quoted Upon Request

VOLUNTARY VISION

Costs that FIT an Employer's Budget

Employers choose the amount they want to budget for employees' benefits. For example, if an employer chooses to pay \$30 per employee per month, this becomes the employer's Defined Contribution, and it remains the same from year to year unless the employer decides to increase it. Employers also select the package of Companion Life benefits that best *fits* the needs of their employees.

Benefits that FIT an Employee's Needs

Employees choose Group Life, Voluntary Life, Short Term Disability, Dental or Vision benefits that best *fit* their needs.

If the benefits they choose cost more than the employer's Defined Contribution amount, the employee pays for the additional cost through payroll deduction. Gone are the days when employers pay for benefits their employees may not need or use (for example, employer-paid dental insurance when the employee is covered under a spouse's plan).

Great FIT with Enrollment Technology or a Private Exchange

Enhance participation by offering the Defined Contribution Plan on an electronic enrollment platform or a private exchange. Use an approved enrollment technology vendor or submit a vendor to Companion Life for approval. Employees appreciate the experience of "shopping" for and "enrolling" in their group benefits electronically. The shopping cart reminds them of the employer dollars they have to spend on benefits.

Companion Life
Companion Life Insurance Company
P.O. Box 1007102 • Columbus, GA 31902-2102
800-755-9484 (Phone) • 800-838-4433 (Fax)

GROUP INSURANCE ENROLLMENT FORM

TO BE COMPLETED BY EMPLOYER
Name of Employer _____

TO BE COMPLETED BY EMPLOYEE
Telephone Number _____

Your Name _____
Last _____

Earnings \$ _____
(do not include overtime or bonuses)
 Weekly Monthly Biweekly

Hours Worked per Week _____

Date Employed _____
MM / DD / YYYY

Benefits Effective Date _____
MM / DD / YYYY

Gender
 Female
 Male

ZIP _____

* LTD coverage only

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(All Products) 7/15

SHOPPING CART

Companion Life Defined Contribution Plan
For Employees of: ABC Company, Inc.
Enrolling Employee: Jane C. Smith

Employer Defined Contribution:	\$ 35.00
Cost of Benefits Selected:	
Group Term Life/AD&D	\$ 2.10
Dependent Life	\$ -
Voluntary Group Term Life	\$ 11.50
Spouse	\$ -
Children	\$ -
Short Term Disability	\$ 10.40
Dental	\$ 32.67
Vision	\$ 8.26
Total Monthly Cost	\$ 64.93
Less: Employer Contribution	\$ 35.00
Total Monthly Payroll Deduction	\$ 29.93

Time of other carrier: _____

QUOTING GUIDELINES

No Census Required for Groups to 99 Lives
When Quoting Standard Defined Contribution
Plan Package

Census Required for Groups of 100 or More
Eligible Employees or When Requesting
Customized Benefits for Groups to 99 Lives

GROUPS TO 99 LIVES

Group Name

Group Location

Number of Eligible Employees

SIC Code or Nature of Business/Industry

Employer Monthly Contribution PEPM

GROUPS OVER 100 LIVES

Group Name

Group Location

Number of Eligible Employees

SIC Code or Nature of Business

Census (including salaries)

Prior Carrier Experience

Employer Monthly Contribution PEPM

Questions and Answers

Are there any ineligible industries?

Yes, some groups may be ineligible. The Defined Contribution Plan follows the same underwriting guidelines as our traditional benefit offerings. Contact Companion Life underwriters for details.

Is the Basic Life/AD&D premium part of the employer contribution?

If the employer chooses Basic Life/AD&D, 100% participation is required, and the associated premium will be considered as part of the employer contribution.

What are the rules for taxability of Short Term Disability benefits within the Defined Contribution Plan?

Companion Life will administer Short Term Disability claims based on the employer application. If the employer indicates that the premiums for Short Term Disability are 100% employer-paid, then the benefits would be taxable. If the employer application indicates that the Short Term Disability premiums are 100% employee-paid, then the benefits would not be taxable. You may want to consult an attorney regarding this issue and possible Section 125 language to address it.

For detailed information, please contact:

COMPANION LIFE INSURANCE

800.753.0404

PROPOSALS@COMPANION GROUP.COM