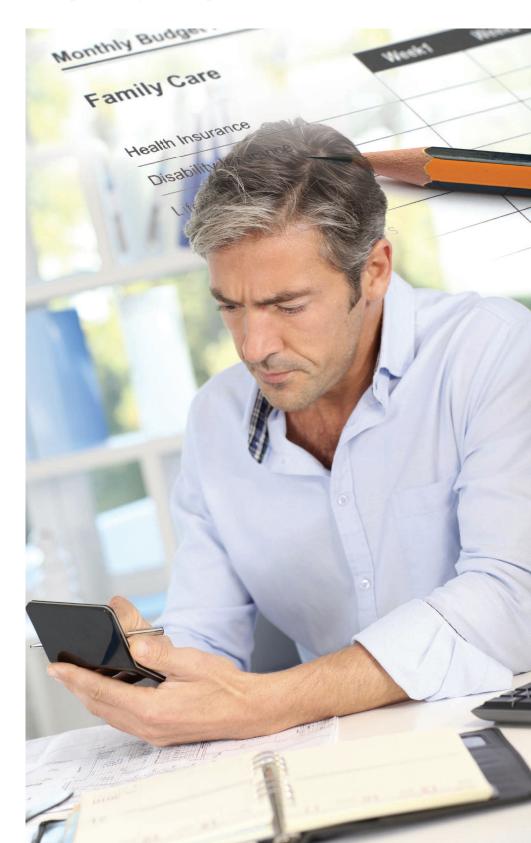
PUT THE **FIT** BACK INTO BENE**FIT**S

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 <u>fit</u> 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 employees may not need or use (for example, employer-paid dental insurance when the employee is covered under a spouse's plan).

95200

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



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

GROUPS OVER 100 LIVES

Employer Monthly Contribution PEPM

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