



SYMETRA SELECT BENEFITS INSURANCE

ESSENTIAL HEALTH COVERAGE
FOR ALL YOUR EMPLOYEES



SYMETRASM
FINANCIAL

WHAT IS SELECT BENEFITS?



Select Benefits is a limited benefit medical policy that enables you to offer cost-controlled health and life insurance to those employees generally not eligible for benefits – part-time, hourly, seasonal and temporary employees. It can also be offered to full-time employees. Select Benefits covers a variety of medical needs, allowing you to provide protection for your entire workforce.

Here are some examples of how you can use the plan:

- Protect employees who are generally not eligible for benefits
- Offer different benefits to various levels of employees
- Provide interim coverage for employees waiting for major medical to begin

Select Benefits offers 10 different pricing options for each of the four plan types.

CHOOSING A PLAN

There are four types of Select Benefits plans – standard monthly, standard hourly, and monthly and hourly core buy-ups. Each plan type has 10 different pricing options. Here's how they work:

Monthly Standard

This plan type provides the same benefits every month at a fixed monthly rate. The rate is the same for all participating employees and they receive the same benefits as long as they remain eligible. You can choose to contribute anywhere from 10 to 100 percent of the premium cost.

Advantages of Monthly Standard Plans

- Allows you to offer a stable benefit plan
- Provides a fixed monthly rate for every employee
- Gives you the option to determine employee eligibility

Hourly standard plans offer tiered benefits that reward those employees who work the most hours.

Hourly Standard

These plans offer tiered benefits that reward those employees who work the most hours. There are three levels of benefits so as an employee works more hours, their benefits increase.

Level I	1 through 90 hours
Level II	91 through 130 hours
Level III	131+ hours

Depending on how many hours an employee works each month, benefits could vary.

Example: Jane works 120 hours in October. So, in November, she is eligible for Level II benefits. In November, Jane works 140 hours. Because of her increased time, Jane is eligible for Level III benefits in December.

Advantages of Hourly Standard Plans

For companies that budget on a cost-per-hour basis, the hourly plan provides numerous advantages:

- Fixes your medical costs – because your premium is a fixed amount based on number of hours worked, you know ahead of time what you’ll be paying based on budgeted hours
- Allows for easy administration – simply send a monthly file with the number of hours worked for each employee
- Moves you toward having fewer workers working more hours – the more an employee works, the better the benefits, providing an incentive for your employees to work more hours

Core Buy-Up Plans

Core buy-up plans can be offered on a monthly or hourly basis. The plans consist of a core set of benefits for which you pay 100 percent of the premium. Each plan comes with optional “upgrades,” allowing your employees to purchase coverages to meet their specific needs. Buy-up options are completely voluntary and elected by each individual employee.

Advantages of Core Buy-Up Plans

- Provides core-plan coverage for all employees at no cost to them
- Empowers employees by giving them control over their benefits
- Helps manage your costs while enhancing the benefits package

Customized Plans

If one of our 40 plans does not match your budget or coverage goals, we can create a customized plan to meet your specific business needs.

WHY CHOOSE SELECT BENEFITS

There are many advantages to offering this type of plan:

Allows you to provide health coverage for every eligible employee

Provides an excellent way to recruit and help retain high-quality employees

Can increase productivity by allowing employees to seek healthcare

Provides the flexibility to choose your level of contribution, from 10 to 100 percent

All administration and claims are handled by Symetra

Demonstrates your concern for all your employees and may help to increase loyalty and morale

What employees like about Select Benefits:

No preexisting conditions limitations

No required networks

No medical underwriting
(Except for late entrants on life and disability income)

No deductibles on covered benefits

No co-pays except for prescription drugs

Coverage for dependents may be included at no additional charge

The plan pays regardless of any other insurance coverage the employee might have

HOW BENEFITS WORK

Case Study

Jane works as a bookkeeper for a small publishing company. She averages 135 hours a month. One day she goes for her annual checkup, complaining of tiredness and occasional nausea. Her doctor orders blood work which reveals that Jane is two months pregnant. Throughout her pregnancy, Jane visits her OB/GYN six times. Her doctor prescribes prenatal vitamins, which cost \$35 per month. When Jane goes into labor, there are complications which require her to have a cesarean. Because of the surgery, both she and her newborn son have to stay in the hospital for four days.

Example 1 – Monthly Standard Plan 8

For this first example, the publishing company offers Monthly Standard Plan 8. The company pays 50 percent of the \$152.62 monthly premium, so Jane pays the remaining \$76.31, or about \$916 per year.

Here are the benefits for Jane's pregnancy using Monthly Standard Plan 8

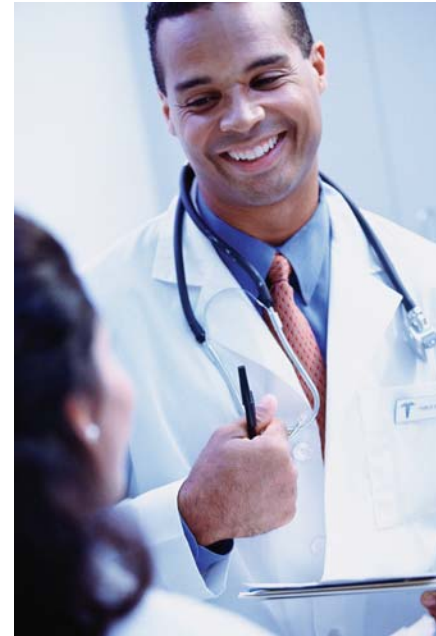
Event	Select Benefits payment	
Annual checkup (preventive care)	\$75 per visit	= \$ 75
Lab work	\$55 per visit x 3 visits	= \$ 165
Visits to OB/GYN	\$55 per visit up to \$300 pp/pcy* max.	= \$ 300
Jane's surgery	\$1,000 pp/pcy* max.	= \$ 1,000
Jane's hospital stay	\$600 daily hospital x 4 days	= \$ 2,400
Baby's hospital stay	\$600 daily hospital x 4 days	= \$ 2,400
Total benefits for Jane's pregnancy		= \$6,340

* per person, per calendar year

Jane may also be eligible for discounts on her prescriptions, depending on the prescribed drug and the pharmacy provider. Jane also receives a \$10,000 life insurance policy as well as a \$10,000 Accidental Death & Dismemberment benefit. Her baby receives a \$400 life insurance policy.

For each event, Jane presents her Select Benefits ID card at the time of service. The provider bills Select Benefits directly and advises Jane of any balance due.

The following examples show what Select Benefits pays in each event listed. It does not show what each person’s out-of-pocket expenses are, as these can vary widely depending on where a person lives and which doctor they visit.



Example 2 – Hourly Standard Plan 8

Here, the publishing company offers Hourly Standard Plan 8. Because Jane works 135 hours a month, she is entitled to Level III benefits. The company pays 50 percent of the \$187.65 monthly premium. Jane pays the remaining \$93.82, or about \$1,125.84 per year. Jane is able to maintain her work schedule throughout her pregnancy, so when she delivers in December, she still has benefits based on her 135 hours of work during November.

Below are the benefits for Jane’s pregnancy using Hourly Standard Plan 8

Event	Select Benefits payment	
Annual checkup (preventive care)	\$75 per visit	= \$ 75
Lab work	\$60 per visit x 3 visits	= \$ 180
Visits to OB/GYN	\$60 per visit up to \$300 pp/pcy* max.	= \$ 300
Prescriptions	\$25 (\$35 less \$10 co-pay per month) x 6 months	= \$ 150
Jane’s surgery	\$2,000 pp/pcy* max.	= \$ 2,000
Jane’s hospital stay	\$600 daily hospital x 4 days	= \$ 2,400
Baby’s hospital stay	\$600 daily hospital x 4 days	= \$ 2,400
Total benefits for Jane’s pregnancy		= \$7,505
* per person, per calendar year		

In addition to the benefits Jane uses, she receives a \$20,000 life insurance policy and a \$20,000 Accidental Death & Dismemberment benefit. Her baby receives a \$400 life insurance policy.



Select Benefits covers a variety of medical needs, allowing you to provide protection for your entire workforce.

GETTING STARTED

Your agent will meet with you to review your situation and explain Select Benefits. Once you've chosen a plan, they'll work with you to conduct group meetings. At the meeting, they'll explain the plan to your employees and help collect and send completed enrollment forms to Select Benefit Administrators of America (SBAA*). Once they have participants' information, SBAA will send employee certificates and ID cards.

To use the benefits, employees can present their ID cards at the time of service and the provider will bill SBAA directly. Another option is for employees to pay for benefits themselves and receive payment from SBAA.

* SBAA is a division of Employee Benefit Consultants, Inc., a Symetra company.

ENROLLMENT AND ADMINISTRATION

Online Enrollment

Select Benefits is pleased to offer online enrollment and account access for you and your employees. With the enrollment Web site, www.selectbenefitonline.net, you can easily access your company plan to review and approve enrollment applications. You can also update employee information.

Employees can use the site to enroll in the plan rather than complete a paper application. They can also check the status of a claim and verify their eligibility.

If you are interested in using our online enrollment site, talk with your Symetra Financial representative.

For questions about Select Benefits coverage or claims, please call SBAA directly at (800) 497-3699.

Ongoing Administration

SBAA is a great resource for claims questions and plan administration. We think you'll find working with them a truly enjoyable experience. In fact, here's just a sample of what employers and participants have to say about SBAA's service.

I want to let you know how appreciative I am of all the kind help your staff has provided me over the past 12 months. It is so nice to be able to deal with such a company in today's times, when it seems that so many companies couldn't care less about their customer relations.

Patty has done a wonderful job helping me with benefit and claims questions. She is courteous and professional.

I want to express my sincere, heartfelt gratitude to your employee, Wendy. She is always willing to assist me with my claims. A friendly voice makes all the difference in the world.

For questions about coverage or claims, please contact SBAA at (800) 497-3699. Hours of operation are 6:30 a.m. to 5:00 p.m., Monday through Friday, CT.

This is a brief description of coverage offered under the Select Benefits Fixed Indemnity Insurance Policy and Outpatient Prescription Drug Policy, LGC-8786 (plus two-letter state abbreviation) 2/03 and LGC-8787 (plus two-letter state abbreviation) 2/03, respectively. The coverage may be subject to exclusions, limitations, reductions and termination of benefit provisions. Please contact the company or your agent for questions.

WHO WE ARE

Symetra Financial, formerly Safeco Life & Investments, is a group of affiliated insurance and financial services companies, including Symetra Life Insurance Co. (Redmond, Wash.). Symetra Life Insurance Co. (est. 1957), formerly Safeco Life Insurance Co., has grown to a company with approximately 2 million customers, over 1,200 employees, and more than \$21 billion in GAAP assets as of June 30, 2004.* The company works in partnership with more than 20,000 agents and advisors, providing annuities, life insurance, group employee benefits, and retirement plans to customers throughout the United States. For more information, visit Symetra Financial's Web site at www.symetra.com.

*Source: Financial data per closing statement of June 30, 2004.



Symetra Life Insurance Company
5069 154th Place NE
Redmond, WA 98052
www.symetra.com

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