

Your employees want and need
help with health care coverage.
Now there's a way to provide it.

Colonial Health AdvantageSM

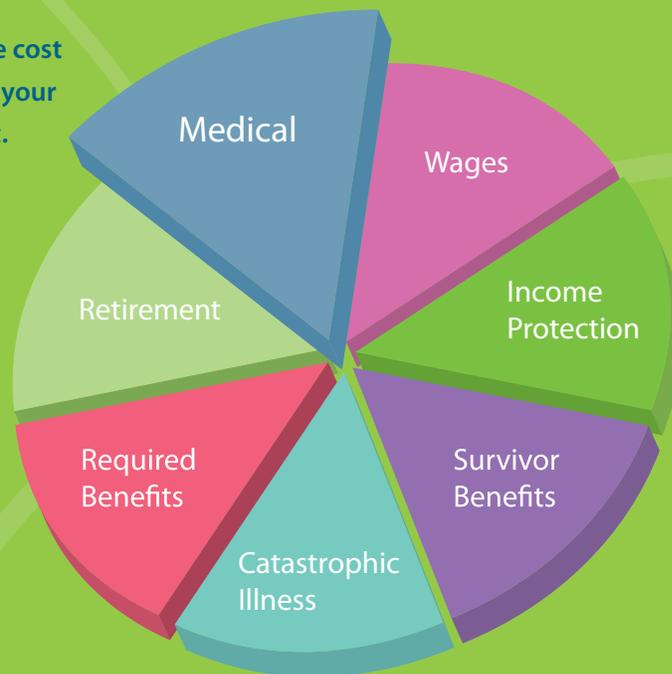
Colonial LifeSM
Making benefits count.

Now affordable health care coverage is within reach – for you and your employees.

In today's times, employees not only want affordable health care coverage, they need it. But if you're like many employers today, it's becoming harder and harder to provide it.

It's often just too difficult to squeeze the cost of any type of health care coverage into your business' – or your employees' – budget.

But there is a solution:
the Colonial Health Advantagesm limited benefit medical plan.



As a result of high health insurance costs, 266,000 firms – 90 percent of which employ 3-23 workers – stopped offering health coverage between 2000 and 2005.¹

Employer-sponsored insurance is likely to continue to decline as increasing premiums and the souring economy will likely lead more employers to drop coverage, and increasing unemployment and shifts to part-time and temporary work will reduce access to employer-sponsored insurance.²

¹ The Henry J. Kaiser Family Foundation. *Employee Health Benefits: 2008 Annual Survey*, September 2007.

² The Henry J. Kaiser Family Foundation. *The Fraying Link between Work and Health Insurance: Trends in Employer-Sponsored Insurance for Employees, 2000-2007*, November 2008.

Help With the Basics

Colonial Health Advantage is designed to be simple to understand and use. It provides indemnity benefits – flat benefit amounts for specific services – instead of co-pays and annual deductibles, with the exception of the pharmacy benefit, which has a co-pay. It is a group limited benefit plan; not a major medical plan, and not a supplement for existing health care plans.

With the Colonial Health Advantage limited benefit medical plan, you can provide your employees with limited coverage that helps toward the everyday health care expenses they typically incur, such as:

- doctor's office visits
- prescriptions
- diagnostic tests and X-rays
- hospital confinement

It also has a benefit for preventive care to help cover services such as:

- routine physical exams
- well-baby check-ups
- immunizations
- mammograms
- prostate cancer screenings



Colonial Health Advantagesm Plans

	Standard	Standard Plus	Enhanced	Premier
Hospital Indemnity Benefit 60-day maximum per covered person, per year	\$200/day	\$200/day	\$300/day	\$400/day
Doctor's Office Visit Benefit Maximum of 6 days per covered person, per year, including 1 emergency room sick visit	\$40/day	\$55/day	\$60/day	\$75/day
Diagnostic Testing, X-ray, & Lab Benefit Maximum of 3 days per covered person, per year	\$40/day	\$75/day	\$100/day	\$125/day
Preventive Care Visit Benefit Maximum of 2 days per covered person, per year	\$40/day	\$75/day	\$75/day	\$75/day
Surgical Benefit (maximum per procedure)	\$0	\$0	\$500 (See Surgical Schedule)	\$1,000 (See Surgical Schedule)
Anesthesia 20% of surgical benefit shown on Surgical Schedule (maximum per procedure)	\$0	\$0	\$100 (See Surgical Schedule)	\$200 (See Surgical Schedule)
Pharmacy Co-Pay Benefit Maximum benefit of \$100 per covered person, per calendar month	\$0	Benefits provided for generic prescription drugs, for which the covered person pays a \$10 co-pay to the pharmacy for each 30-day supply. A discount for brand-name prescription drugs is available through pharmacies that participate in the Express Scripts® network.* Mail-order service available for generic and brand prescription drugs.		
Intensive Care Unit (ICU) Benefit Maximum of 15 days per covered person, per year	\$400/day	\$400/day	\$600/day	\$800/day
Hospital Admission Benefit Maximum of 1 admission per covered person, per year	\$0	\$0	\$250 lump sum	\$250 lump sum
Ambulance Benefit Maximum of 3 trips per covered person, per year	\$0	\$50/trip	\$100/trip	\$100/trip
Accident Benefit Maximum of 3 accidents per covered person, per year	\$100 lump sum	\$200 lump sum	\$300 lump sum	\$300 lump sum
Accidental Death & Dismemberment (AD&D) Benefit Benefit is 50% for spouse and dependent children if covered	\$25,000 covered accident for named insured	\$25,000 covered accident for named insured	\$25,000 covered accident for named insured	\$25,000 covered accident for named insured

*The brand discount is available through Express Scripts® and is not underwritten by Colonial Life & Accident Insurance Company.



Optional Coverage to Help with Catastrophic Costs

To provide your employees with financial protection in case a catastrophic illness occurs, you can choose to add the Critical Illness benefit to your group's Colonial Health Advantage plan. This benefit provides a lump-sum payment upon diagnosis of a covered critical illness, including:

- cancer
- heart attack
- coronary artery bypass
- stroke
- major organ transplant
- end-stage renal failure

If you decide to add this benefit to your plan, your employees would then choose the benefit amount and level of premium that best fits their needs. They can choose from benefit levels of:

- \$2,500
- \$5,000
- \$7,500*
- \$10,000*

* requires underwriting approval.

How It Works

Colonial Health Advantage features a broad network of providers that, if used, provide a discount on services, which means Colonial Health Advantage policyholders can pay less out of pocket if they use a network provider:

- 1 The policyholder goes to a doctor or other health care provider.
- 2 He presents his Colonial Health Advantage ID card.
- 3 The provider files a claim for services and is paid the indemnity benefit amount provided for that specific service.
- 4 If the provider's fee is greater than the benefit amount, the policyholder pays the provider directly for the difference.

Example – Doctor Office Visit:

Joe goes to his doctor. The usual charge for an office visit is \$100, but it is only \$78.33 because the doctor is in the PPO network.

Joe also has some lab work done. The usual charge is \$150, but because of the network discount, the charge is \$117.49.

The doctor files the claims and receives the \$60 benefit for a Doctor's Office Visit and the \$100 benefit for Diagnostic, X-Ray and Lab. He charges Joe the balance of \$35.82, which Joe pays out of his pocket.

<p>\$100.00 doctor fee</p> <p>– 21.67 PPO discount</p> <hr style="width: 80%; margin: 0 auto;"/> <p>\$ 78.33 charged</p> <p>– 60.00 doctor's office visit</p> <hr style="width: 80%; margin: 0 auto;"/> <p>\$ 18.33 Joe pays</p>	<p>\$ 150.00 lab fee</p> <p>– 32.51 PPO discount</p> <hr style="width: 80%; margin: 0 auto;"/> <p>117.49 charged</p> <p>– 100.00 diagnostic, X-ray & lab benefit</p> <hr style="width: 80%; margin: 0 auto;"/> <p>\$ 17.49 Joe pays</p>
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Joe pays without CHA Enhanced benefits: \$250.00
Joe pays with CHA Enhanced benefits: \$35.82

Pharmacy Co-Payment Benefit – Generic

The Pharmacy Co-Payment Benefit is \$10 for a 30-day supply for a generic prescription drug.

Jerry goes to his pharmacy and the charge for the 30-day supply of the generic prescription is \$22. The pharmacy takes Jerry's Colonial Health Advantage ID card and files the claim. Jerry must pay the \$10 co-pay. Colonial Life pays the remaining \$12 as the pharmacy benefit.

\$ 22.00 cost for 30-day supply of generic prescription drug
- 12.00 plan pays

\$ 10.00 co-pay Jerry pays to pharmacy

Quality, Experienced Service

As with all Colonial Life products, you can expect our long-standing tradition of high-quality service, for both you and your employees.

To ensure we maintain the same standards of excellence with Colonial Health Advantage, we partnered with three of the most respected health care vendors in the industry to provide benefit and claims support:

Harrington Health is a nationally recognized benefits administration expert with 50+ years of outstanding customer service experience. Harrington Health administers claims and ID card services for our Colonial Health Advantage product.

One of the largest and fastest-growing PPOs in the country, that offers physicians, acute care facilities, and ancillary care provider locations in your state.

Express Scripts®, one of America's largest pharmacy benefit managers, that serves the prescription needs of more than 50 million Americans. The patients it serves fill their prescriptions at more than 59,000 retail pharmacies across the country or through their home delivery pharmacies.

Why Should You Consider *Colonial Health Advantage*?

With the Colonial Health Advantage limited benefit medical plan, you can offer your employees affordable, limited health care coverage. In addition:

- It can help you **recruit and retain your employees**, and increase their productivity because they have better access to health care.
- Your employees will have a plastic **Colonial Health Advantage ID card** to present to providers as proof of coverage, which will help them have better access to care, and make it easier for them to get care when they need it since they have a way to help cover the costs.
- Since it's a limited plan, it's **affordable** for you and your employees. You can choose to pay all or some of the premiums, or you can have your employees pay their own. If you pay 100% of the premium, you may qualify for a premium discount.*
- It's **easy to offer and administer**. There are no complicated participation or up-front premium requirements. And if you take advantage of our electronic billing services, you simply submit an electronic file and we'll reconcile your invoice for you.
- **It comes with Colonial Life's benefits communication and enrollment services**, through which our benefit counselors can meet with each employee and explain the Colonial Health Advantage plan, how it works and what it costs, from the employee's paycheck.

* available to accounts with a minimum of 25 employees.

Now, affordable health care coverage — for you and your employees — is within reach. Make it available today. See your Colonial Life benefits counselor for more information.



This is a Group Limited Benefit Hospital Confinement Indemnity and Accidental Death & Dismemberment plan. It is not designed to replace a major medical, other comprehensive and/or catastrophic plan. This is limited coverage that may not provide a reimbursement for all medical expenses incurred.

In GA and TX, this is a Hospital Confinement Indemnity Plan, and in KS, it is a Group Limited Benefit Accident and Sickness Fixed Indemnity Plan.

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Colonial LifeSM
Making benefits count.

Colonial Life products are underwritten by Colonial Life & Accident Insurance Company, for which Colonial Life is the marketing brand. "Colonial Health Advantage" is a service mark of Colonial Life & Accident Insurance Company.

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