

An Insurance Proposal for:

Columbus City Schools

July 25, 2017



Presented To:

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Voya Employee Benefits

A Proposal for Columbus City Schools

Our products help protect America's retirement assets

As an industry leader and advocate for greater retirement readiness, Voya Financial® is committed to delivering on our vision to be America's Retirement Company™ and our mission to make a secure financial future possible — one person, one family and one institution at a time. As part of that vision Voya Employee Benefits offers insurance products to help protect those retirement assets through our insurers, ReliaStar Life Insurance Company and ReliaStar Life Insurance Company of New York.

Whether you want to offer traditional group benefits, voluntary products, or retirement planning services, we offer choice and pledge ease and administrative efficiency for our clients. We have been offering group insurance solutions for more than 90 years, and voluntary insurance solutions for more than 60 years. We combine our extensive product portfolio with our benefits expertise in order to solve common business issues such as: benefit plan program design, cost management issues, human resources administration, and employee recruitment and retention.

To learn more about Voya Financial and our Employee Benefits products at the end of the offer.

Why work with us

Our Compass product portfolio offers flexibility in plan design, pricing, and administration. This allows you to design a customized insurance offering that complements the strategic direction of your benefits program:

- **Perpetual Guaranteed Issue:** Employee, spouse and child coverage is guaranteed issue not only during the initial eligibility period but also at every future annual enrollment. This means that there are no health questions to answer in order to get access to this coverage (whether it is elected during the initial enrollment or any time in the future).
- **Self-administration and billing:** If you choose, you (or your designee), not the carrier, can be the system of record. You provide only the lives and volumes to us each month - no tedious detailed or list bills to review.
- **Adaptable to your enrollment system:** We have the ability to include our products on virtually any client's enrollment platform or benefits administration system so an employee may select their own benefits as part of your open enrollment process. Our simplified structure ensures you are no longer tied to a carrier's system.
- **Plan design flexibility:** No two employee populations are the same (and no two employees are the same). Our plan design allows you to customize your benefits to meet the needs of your employees and your ongoing benefits philosophy. Optional features and riders can also be added to best complement the employee population and other benefit offerings, including the medical plan.
- **Pricing design flexibility:** Include only the benefits and features you feel are important, which makes the plans more affordable to employees. Additionally, if you choose to offer your employees Compass Hospital Confinement Indemnity and Critical Illness coverages, each client group is priced individually based on census data and other factors affecting risk so you are not limited to "shelf rates."

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Compass Accident Insurance – Benefit Schedules (may vary by state)

Accident Hospital Care

	Customized
Surgery (open abdominal, thoracic)	\$1,200
Surgery (exploratory or without repair)	\$175
Blood, Plasma, Platelets	\$600
Hospital Admission	\$1,250
Hospital Confinement (per day, up to 365 days)	\$375
Critical Care Unit Confinement (per day, up to 15 days)	\$600
Coma (duration of 14 or more days)	\$17,000
Transportation (per trip, up to 3 per accident)	\$750
Lodging (per day, up to 30 days)	\$180

Accident Care

	Customized
Initial Doctor Visit	\$90
Urgent Care Facility Treatment	\$225
Emergency Room Treatment	\$225
Ground Ambulance	\$360
Air Ambulance	\$1,500
Follow Up Doctor Treatment	\$90
Medical Equipment	\$120
Physical or Occupational Therapy (up to 6 per accident)	\$45
Prosthetic Device (one)	\$750
Prosthetic Device (2 or more)	\$1,200
Outpatient Surgery (1 per accident)	\$225
X-ray	\$45

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Common Injuries

	Customized
Burns (2 nd degree, at least 36% of body)	\$1,250
Burns (3 rd degree, at least 9 but less than 35 sq in of body)	\$7,500
Burns (3 rd degree, 35 or more sq in of body)	\$15,000
Skin grafts	25% of burn benefit
Emergency Dental Work (Crown)	\$350
Emergency Dental Work (Extraction)	\$90
Eye Injury (removal of foreign object)	\$100
Eye Injury (surgery)	\$350
Torn Knee Cartilage (surgery with no repair or if cartilage is shaved)	\$225
Torn Knee Cartilage (surgical repair)	\$800
Laceration* (treated – no sutures)	\$30
Laceration* (sutures up to 2")	\$60
Laceration* (sutures 2" to 6")	\$240
Laceration* (sutures over 6")	\$480
Ruptured Disk (surgical repair)	\$800
Tendon, Ligament, Rotator Cuff (exploratory arthroscopic surgery with no repair)	\$425
Tendon, Ligament, Rotator Cuff (1, surgical repair)	\$825
Tendon, Ligament, Rotator Cuff (2 or more, surgical repair)	\$1,225
Concussion	\$225
Paralysis (paraplegia)	\$16,000
Paralysis (quadriplegia)	\$24,000

*Laceration benefits are a total of all lacerations per accident.

Common Injuries – DISLOCATIONS Closed/Open Reduction*

	Customized
Hip Joint	\$3,850/\$7,700
Knee	\$2,400/\$4,800
Ankle or foot bone(s) (other than toes)	\$1,500/\$3,000
Shoulder	\$1,600/\$3,200
Elbow	\$1,100/\$2,200
Wrist	\$1,100/\$2,200
Finger / toe	\$275/\$550
Hand bone(s) (other than fingers)	\$1,100/\$2,200
Lower jaw	\$1,100/\$2,200
Collarbone	\$1,100/\$2,200
Partial dislocations	25% of the closed reduction amount

*Closed reduction of dislocation = non-surgical reduction of a completely separated joint; Open reduction of dislocation = surgical reduction of a completely separated joint.

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Common Injuries – FRACTURES Closed/Open Reduction*

	Customized
Hip	\$3,000/\$6,000
Leg	\$2,500/\$5,000
Ankle	\$1,800/\$3,600
Kneecap	\$1,800/\$3,600
Foot (excluding toes, heel)	\$1,800/\$3,600
Upper arm	\$2,100/\$4,200
Forearm, hand, wrist (except fingers)	\$1,800/\$3,600
Finger, Toe	\$240/\$480
Vertebral body	\$3,360/\$6,720
Vertebral processes	\$1,440/\$2,880
Pelvis (except coccyx)	\$3,200/\$6,400
Coccyx	\$400/\$800
Bones of the face (except nose)	\$1,200/\$2,400
Nose	\$600/\$1,200
Upper jaw	\$1,500/\$3,000
Lower jaw	\$1,440/\$2,880
Collarbone	\$1,440/\$2,880
Ribs or rib	\$400/\$800
Skull – Simple (except bones of the face)	\$1,400/\$2,800
Skull – Depressed (except bones of the face)	\$3,000/\$6,000
Sternum	\$360/\$720
Shoulder blade	\$1,800/\$3,600
Chip fractures	25% of the closed reduction amount

*Closed reduction of fracture = non-surgical; Open reduction of fracture = surgical

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Compass Accident Plan Description and Rate Information

Compass Accident Insurance can help your employees offset the costs associated with a covered accident. It provides fixed benefits for events tied to that accident. This is a limited benefit policy and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act. The benefits can be used for any purpose the employee chooses, including things like health insurance deductibles, copayments, child-care, or home health care.

Offer A

All Eligible Employees

Customized - Accident On/Off Job Coverage Monthly Rate Employee Paid – Employee , Spouse, Child,Family

Employee	Employee & Spouse	Employee & Children	Family
\$12.68	\$22.59	\$26.20	\$36.11

Customized Level 4: Optional Benefits and Riders Included (see Benefit Schedule for additional details):

Spouse Accident Rider, Children's Accident Rider, Urgent Care Facility Treatment benefit, Emergency Room Treatment benefit, Ground Ambulance benefit, Air Ambulance benefit, Outpatient Surgery benefit, X-ray benefit, Wellness Benefit Rider, Accidental Death & Dismemberment (AD&D) Rider, Catastrophic Accident Rider

Compass Accident Insurance Rider Benefit Schedules (may vary by state)

Spouse Accident Rider

Offer A	Included
All Eligible Employees	Matches the employee schedule

Child Accident Rider

Offer A	Included
All Eligible Employees	Matches the employee schedule

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Compass Accident Insurance Riders – Benefit Schedules (may vary by state)

Accidental Death and Dismemberment (AD&D) Rider

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Offer A: All Eligible Employees

Accidental Death

	Customized
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Common Carrier

Employee	\$50,000
Spouse	\$25,000
Children	\$12,500

Other Accidental Death

Employee	\$25,000
Spouse	\$10,000
Children	\$5,000

Accidental Dismemberment

	Customized
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Loss of both hands or both feet or sight in both eyes	\$16,000
Loss of one hand or one foot AND sight in one eye	\$10,000
Loss of one hand AND one foot	\$10,000
Loss of one hand OR one foot	\$5,000
Loss of two or more fingers or toes	\$900
Loss of one finger or toe	\$500

Catastrophic Accident Rider

	Customized
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Employee*	\$120,000
Spouse*	\$60,000
Children	\$30,000
Home Modification Benefit	\$5,000
Vehicle Modification Benefit	\$5,000

*Benefit reduces to 50% at age 65, and to 25% of the original benefit amount at age 70.

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Compass Accident Insurance Riders – Benefit Schedules (may vary by state)

Wellness Benefit Rider

Offer A – All Eligible Employees	
Employee	Voluntary
Spouse	\$100.00
Child	\$100.00
	50% of employee’s wellness benefit amount, to a maximum of \$200.00 for all children
Wellness Benefit Rider Waiting Period	0 Days

Rider Form numbers (may vary by state):
Spouse Accident Rider Form #: RL-ACC3-SPR-16
Children’s Accident Rider Form #: RL-ACC3-CHR-16
Wellness Benefit Rider Form #: RL-ACC3-WELL-16
Accidental Death & Dismemberment (AD&D) Rider Form #: RL-ACC3-ADR-16
Catastrophic Accident Rider Form #: RL-ACC3-CAR-16

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Columbus City Schools Assumptions for Compass Accident

Effective Date	01/01/2018
Proposal Expiration Date	05/21/2017
Situs State	Ohio
Eligibility Requirements	Offer A Eligible Employees: 7.718 All Eligible Employees: Active employees working at least 20 hours per week. Temporary and seasonal workers are excluded from coverage. Normal vacation is considered Active Employment. Eligibility Waiting Period: None Eligibility Definitions: <ul style="list-style-type: none">• Spouse* coverage is available, as long as the employee is covered and the spouse coverage is issued while the spouse is under age 70. <i>*Definition and/or age may vary by state and/or your benefit plan.</i>• Children* coverage is available for unmarried natural, adopted or stepchildren of the employee from birth to 26 years as long as the employee is covered. <i>*Definition and/or age may vary by state and/or your benefit plan.</i>
Premium Basis	Post Tax
Employer Contribution	None
Rate Guarantee	36 months
Billing Administration	Self-Administered
ERISA	Yes
Replace Existing Group Coverage	No
Target Participation	21% of Eligible Employees
Minimum Lives Required to Initiate Contract	25 Covered Employees
Commissions	Heaped - Year 1 : 60% Year 2+: 10% *Claims eligibility files are required for high/low (heaped) commissions.

Portability	Included
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This is a summary of certain benefit and rating features associated with this offer. The complete Benefit Schedule is available at the beginning of the proposal. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Accident Insurance is underwritten by ReliaStar Life Insurance Company, a member of the Voya® family of companies. Policy Form #: RL-ACC3-POL-16; Certificate Form #: RL-ACC3-CERT-16. Form numbers, provisions and availability may vary by state.

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Compass Accident Product Assumptions

- All eligible employees must have access to Medical Insurance. Compass Accident Insurance is not health insurance and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.
- This coverage is not appropriate for individuals covered under Medicaid or similar programs.
- Coverage is Guaranteed Issue.
- Employee coverage is required in order to elect Spouse and/or Child coverage.
- This Proposal assumes insurer's standard contract language unless otherwise specified.
- All claims are paid in U.S. dollars.
- Any changes may require an adjustment to the rates.
- Offer and/or Rates may be adjusted with a change in eligible lives of 15% or more.
- If the enrollment method changes, we reserve the right to alter/rescind the offer or rates.
- General requirements include: employer/employee relationship, payroll deduction, agreed upon enrollment strategy, and no competing Accident plan programs.
- Agreed upon enrollment strategy: The policy provisions and exclusions must be distributed to employees. In addition, you must agree to a communication strategy that includes a minimum of 3 employee touch points which could include: product information in a benefits guide, email templates, enrollment at a glance, product brochures/flyers, product videos, posters, private Facebook group posts and/or onsite presentation/enrollment events. We will work with you to determine and implement the appropriate marketing campaign. If you fail to meet the agreed upon enrollment strategy requirements outlined above, Compass Accident may not be offered.
- This coverage includes foreign nationals working in the U.S. for a U.S. employer.
- Takeover is only available if replacing group coverage and we obtain the Employer's agreement to cancel the prior group plan when ours is accepted.
- The Policy is delivered and is governed by the laws of the governing jurisdiction and to the extent applicable by the Employee Retirement Income Security Act of 1974 (ERISA) and any amendments.
- Portability Rates are available upon request.
- Target participation per product takes into consideration the total eligible lives of a group, even if there are multiple policies.
- In addition to base commissions, certain brokers and/or service providers may receive compensation related to factors such as overall sales of Company products, total premium for products sold through the broker/service provider, growth in the number of customers, and retention of existing customers. Compensation and fees may also be paid to brokers and/or service providers for administrative services in connection with Company products. Please contact us if you would like additional detail on compensation and fees payable on your case.
- All available riders are elected at the Employer level unless otherwise specified.
- Initial rate guarantee is 36 months. We are agreeable to reviewing the experience after 30 months; if the experience is within the desired loss ratio we will agree to extend the rate guarantee for another 36 months.
- This proposal will consider saving age provided we receive a census which includes insured person's date of birth, age at initial enrollment, original effective date and benefit amount elected.

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Compass Accident Insurance Exclusions and Limitations (may vary by state)

Benefits are not payable for any loss caused in whole or directly by any of the following:

- Participation or attempt to participate in a felony or illegal activity.
- An accident while the covered person is operating a motorized vehicle while intoxicated. Intoxication means the covered person's blood alcohol content meets or exceeds the legal presumption of intoxication under the laws of the state where the accident occurred.
- Suicide, attempted suicide or any intentionally self-inflicted injury, while sane or insane.
- War or any act of war, whether declared or undeclared (excluding acts of terrorism).
- Loss sustained while on active duty as a member of the armed forces of any nation. We will refund, upon written notice of such service, any premium which has been accepted for any period not covered as a result of this exclusion.
- Alcoholism, drug abuse, or misuse of alcohol or taking of drugs, other than under the direction of a doctor.
- Riding in or driving any motor-driven vehicle in a race, stunt show or speed test.
- Operating, or training to operate, or service as a crew member of, or jumping, parachuting or falling from, any aircraft or hot air balloon, including those which are not motor-driven. Flying as a fare-paying passenger is not excluded.
- Engaging in hang-gliding, bungee jumping, parachuting, sailgliding, parasailing, parakiting, kitesurfing or any similar activities.
- Practicing for, or participating in, any semi-professional or professional competitive athletic contests for which any type of compensation or remuneration is received.
- Any sickness or declining process caused by a sickness. (applies to Off Job coverage only).

Exclusions and Limitations in the Catastrophic Accident Rider (may vary by state)

The Exclusions are the same as in the Certificate, Spouse Accident Rider and Children's Accident Rider PLUS: The catastrophic accident benefit is not payable if the covered person is in a coma at the end of the 365 day period following a covered accident.

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Definitions

Compass Accident Insurance Terms (may vary by state)

The following section provides a brief overview of Accident Insurance riders. Benefit provisions may vary by state and riders may not be available in all states. Please ask your Voya Employee Benefits Sales Representative for more information.

COMPASS ACCIDENT RIDERS

Spouse Accident Rider	The Spouse Accident Rider provides accident insurance for an eligible spouse. The employee must have coverage in order to include the Spouse Accident Rider.
Children's Accident Rider	The Children's Accident Rider provides coverage for an employee's eligible children from birth to termination age. One rider covers all eligible children. The employee must have coverage in order to include the Children's Accident Rider.
Wellness Benefit Rider	The Wellness Benefit Rider pays a benefit when a covered person has a health screening test. When the Consecutive Wellness Benefit is included there is a one-time increase in the benefit amount if health screening tests are received in the second and subsequent years.
Accidental Death and Dismemberment (AD&D) Rider	The AD&D Rider covers all who are insured under the certificate and spouse and children's riders. See the schedule to view the plan options and benefit levels provided.
Catastrophic Accident Rider	The Catastrophic Accident Rider pays an extra benefit if the effects from certain covered losses persist for at least 365 days. See the schedule to view the plan options and benefit levels provided.

About Voya Financial®

Voya Financial, Inc. (NYSE: VOYA), helps Americans plan, invest and protect their savings - to get ready to retire better. Serving the financial needs of approximately 13 million individual and institutional customers in the United States, Voya is a *Fortune 500* company that had \$11 billion in revenue in 2015. The company had \$452 billion in total assets under management and administration as of Dec. 31, 2015. With a clear mission to make a secure financial future possible - one person, one family, one institution at a time - Voya's vision is to be America's Retirement Company™. The company is equally committed to conducting business in a way that is socially, environmentally, economically and ethically responsible - Voya has been recognized as one of 2016 World's Most Ethical Companies® by the Ethisphere Institute, and as one of the Top Green Companies in the U.S., by *Newsweek* magazine. For more information, visit voya.com or view the company's 2014 annual report. Follow Voya Financial on Facebook and Twitter @Voya.

Voya's Insurance Solutions business, which comprises its Retail Life and Employee Benefits segments, is a leading provider of life insurance and medical stop loss insurance in the U.S. The Retail Life business is focused on wealth protection and transfer opportunities to meet the needs of a broad range of customers from the middle-market through affluent market segments. The Employee Benefits segment offers stop loss, group life, voluntary and disability income insurance products to mid-sized and large businesses and has more than 90 years of experience in the design, implementation and administration of employee benefits plans.

Awards and Accolades

2016 World's Most Ethical Company

Ethisphere Institute

In 2016, Voya was honored as a 2016 *World's Most Ethical Company*® by the Ethisphere Institute, an independent research center promoting best practices in corporate ethics and governance. The award is given to organizations that demonstrate a commitment to raising the bar on ethical leadership and corporate behavior.

Fortune 500 Company

Fortune Magazine

In June of 2015, Voya Financial (Voya) was named to the 2015 *Fortune* 500 list, which is *Fortune* magazine's annual ranking of America's largest companies by revenue. Voya entered the list at number 268 and is the second-highest ranked new entrant to the *Fortune* 500 list.

Companies are ranked by total revenues for their respective fiscal years. Voya had \$11 billion in total revenues in 2014. To be included on the *Fortune* 500 list, companies must be incorporated in the U.S. and operate in the U.S. and file financial statements with a government agency.

Voya Employee Benefits Products & Services

We offer a diverse portfolio of products and services that can benefit employees at each stage of their lives. Voluntary benefits can add value to an existing core benefit plan at virtually no additional administrative cost. And it doesn't get any easier for clients and their employees, with convenient payroll deduction and a streamlined enrollment process for both employer- and employee-paid benefits. In addition to voluntary benefits, we also offer group-based benefits and stop loss insurance.

Voya Employee Benefits insurance products are underwritten by ReliaStar Life Insurance Company or ReliaStar Life Insurance Company of New York. Within the State of New York, only ReliaStar Life Insurance Company of New York is admitted, and its products issued.

* Products and services may not be available in all states.

** Critical Illness is known as Specified Disease insurance in some states.

1. Voya Absence Resources services are administered by FLMASource®, a ComPsych® company.
2. Employee Assistance Program (EAP) services are provided by ComPsych® Corporation, Chicago, IL.
3. Voya Travel Assistance services are provided by Europ Assistance USA, Bethesda, MD.
4. Funeral Planning and Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX.

Our Products and Services*:

Stop Loss Insurance

- Individual Excess Risk
- Aggregate Excess Risk

Insured Benefits

- Life
- Disability Income (Short and Long Term)
- Critical Illness**
- Accident
- Hospital Confinement Indemnity

Group Services

- Voya Absence Resources¹
- Employee Assistance Programs²
- Voya Travel Assistance³
- Funeral Planning and Concierge Services⁴

Financial Ratings

We're proud of our size, strength and financial stability. You can be confident that the company you entrust to design, implement and administer your employee benefit plans meets strict financial standards. ReliaStar Life Insurance Company and ReliaStar Life Insurance Company of New York are rated by all four of the major independent insurance industry rating organizations:

Organization	Rating	Rating Description
A.M. Best	A	Excellent Third highest of 15 ratings. A.M. Best Company assigns ratings from A++ to F based on a company's financial strength and ability to meet obligations to contract holders.
Moody's	A2	Good Sixth highest of 21 ratings. Moody's Investor Service (Moody's) assigns ratings from AAA to C based on a company's financial security.
Fitch	A	Strong Sixth highest of 19 ratings. Fitch assigns ratings from AAA to C based on a company's financial strength.
Standard & Poor's	A	Strong Sixth highest of 20 ratings. Standard & Poor's assigns ratings from AAA to CC based on a company's financial security.

These ratings are determined at least annually after the rating agency meets with company management and reviews extensive financial information. The rating agencies evaluate the strengths and strategies of company management, the operating results of the business units, investment performance, and capitalization. Industry ratings are not a warranty of an insurer's current or future ability to meet its contractual obligations. Ratings are current as of March 16, 2015.