Life Insurance Renewal Offer

Voya™ Employee Benefits

Prepared for:

Warehouse Employees Union Local No. 730 Health and Welfare Trust

Effective Date

01/01/2015

Policy Number

61182-4

09/23/2014

Renewal offer presented to:		Presented by Voya Financial
Warehouse Employees Union Local No. 730 Health and Welfare Trust		Mark F. Walter, CEBS
Alicia Cochran, Assoc. Administrators		Regional Marketing Representative
911 Ridgebrook Rd.		888 Bestgate Road, Suite 101
Sparks, MD 21152		Annapolis, MD 21401
	Phone:	443.808.2988
Renewal effective date 01/01/2015	Fax:	612.492.0850

Policy number
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Dear Alicia,

Thank you for your continued business with Voya Employee Benefits. We are pleased to offer the enclosed renewal for the above client and effective date.

Voya Employee Benefits, a division of ReliaStar Life Insurance Company, is dedicated to providing innovative products, competitive pricing and exceptional customer service. Our broad product portfolio is designed to meet a wide range of employer and employee needs. Our client services model puts local sales and account managers at the forefront of the customer service experience. If we can assist with any additional products, please contact me at your earliest convenience.

We welcome the opportunity to renew this business with you. Thank you again for your continued business with Voya Employee Benefits.

Sincerely,

Mark F. Walter, CEBS	CC:	Siobhan Wright
Regional Marketing Representative		Account Executive

Employee Benefits Offered by Voya

We are dedicated to providing the best service possible and are proud to offer the following services to our clients.

Client Services - Our team approach includes a Sales professional who will work with you to develop and improve your benefits solutions, and a dedicated Account Manager who will help ensure the smooth implementation and day-to-day operation of those solutions. The team that will continue servicing your account is:

Mark F. Walter, CEBS
Regional Marketing Representative
888 Bestgate Road, Suite 101
Annapolis, MD 21401
443.808.2988
612.492.0850
Mark.Walter@voya.com

Siobhan Wright
Account Executive
888 Bestgate Road, Suite 101
Annapolis, MD 21401
Tel 443.808.2986
Fax 612.467.8364
email: Siobhan.Wright@voya.com

Claims - Customers consistently report a high level of satisfaction with our claims process, and we're committed to maintaining our reputation for excellence in this area.

and cost negotiation at the time of death. In addition, Everest provides an expedited claim process which can allow a life benefit payment within 2 business days. (Funeral Planning & Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX. Services are not available in all states..)

Voya Travel Assistance - When traveling more than 100 miles from home, Voya Travel Assistance offers four types of services: Pre-Trip Information, Emergency Personal Services, Medical Assistance Services, and Emergency Transportation Services. (Voya Travel Assistance services are provided by Europ Assistance USA, Bethesda, MD. Services are not available in all states.)

Administrative Support - Our suite of online services provides you with 24/7 access to enrollment, master contracts, certificate and policy information, billing and reports. Access to documents, reporting and billing is available through our secure website. Contact your Account Manager for additional details.

STD/LTD - Our flexible submission options include paper, online or telephone (STD only) to best meet the needs of each individual employee. Our LTD support features a single point of contact, so your employees will have a single advocate to guide them through the entire disability process. Our support personnel have in-depth product knowledge, backed by a staff of nurses, to best help employees return to work. However, if an employee cannot return to active employment, we also help facilitate the Social Security filing process.

FMLA services - A specialty FMLA administrator can free up your HR staff and expertly manage state and federal FMLA policies – which can reduce administration burden and risk, as well as recover work hours that would otherwise be lost. An administrator can also prevent additional liability by keeping FMLA and disability determinations separate. (FMLA services are provided by ComPsych. Chicago, IL. Services are not available in all states.)

Leave Management - Our approach leverages expertise available through best-in-class partners. Together, we know the best questions to ask and where to find the best answers -- which can help you get your employees back to work safely and quickly.

Stop Loss Insurance - We offer Individual Stop Loss and Aggregate Stop Loss as well as flexible funding alternatives. Our Stop Loss products protect employers with self-funded health plans from unexpected or catastrophic health claims, thus limiting risk while maintaining the advantages of self-funding. Our Individual Stop Loss product limits employer liability to a specific dollar amount per covered life. Our Aggregate Stop Loss product limits employer liability to a specific dollar amount in aggregate for the whole group.

Critical Illness Insurance – Compass Critical illness insurance pays a lump sum benefit amount upon the diagnosis of a covered disease or illness. Employees can then use the benefit as they see fit – to meet regular month-to-month expenses, co-pays, deductibles, child-care – anything that helps them navigate back to health and work with a less stressful recovery. Compass Critical Illness Insurance is a limited benefit policy. This is not health insurance and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

Accident Insurance - Accident insurance pays a specified amount for listed injuries resulting from a covered accident. Employees can use this money for any purpose they like, for example: deductibles, child care, housecleaning, groceries, utilities - any purpose that can help them meet their personal, financial, or household needs. Compass Accident Insurance is a limited benefit policy. This is not health insurance and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

Hospital Confinement Indemnity Insurance - Hospital Confinement Indemnity Insurance pays lump sum benefit amounts based on the number of days spent in a hospital, critical care unit, or rehabilitation facility. Employees can use this money for any purpose they like, for example: to help pay for expenses not covered by their medical plan, lost wages, child care, travel, home health care costs, or any of their regular household expenses. Compass Hospital Confinement Indemnity Insurance is a limited benefit policy. This is not health insurance and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

A Special Message from Your Account Manager:

Warehouse Employees Union Local No. 730 Health and Welfare Trust

As you look upon the service delivered to you over the past year(s), we hope you will feel confident that you received excellent customer service. We also hope you will give us the opportunity to do more for you.

After the close of this renewal, we would like to have additional discussions to see how we can greater enhance your experience with Voya Financial:

1) Let's share ideas on how to better manage your current plan administration.
2) Let's review your current materials to determine how we can help communicate your Voya benefits.
3) Let's discuss any new benefit or projects you are expecting to launch this year to see how Voya can assist with the transition.

More importantly, we know there are many other insurance companies you could choose from to meet your ever-expanding employee benefit needs. We thank you for putting your trust in Voya Financial.

It's a pleasure to be of service. Please do not hesitate to contact me.

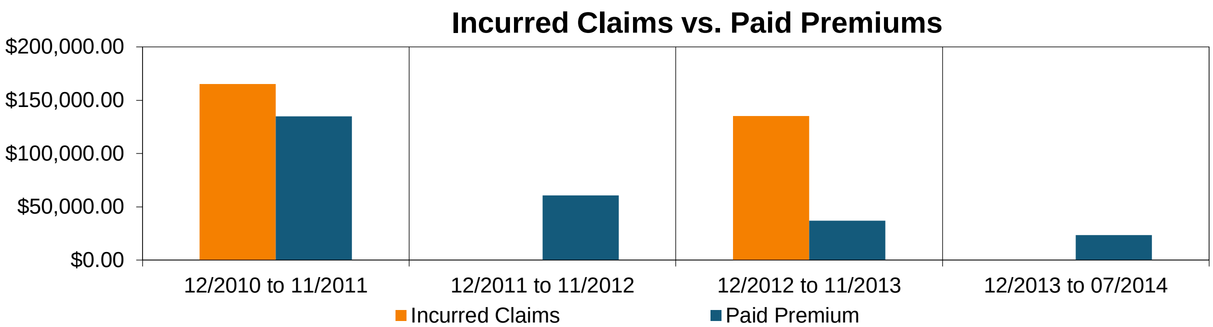
Respectfully,

Siobhan Wright
Account Executive
Voya Financial™

Experience Summary for
Warehouse Employees Union Local No. 730 Health and Welfare Trust
61182-4

Basic Life

Policy Period	Incurred Claims	Paid Premium	Incurred Claims as a % of Paid Premium
12/2010 to 11/2011	$165,105.64	$134,786.40	122%
12/2011 to 11/2012	$0.00	$60,724.83	0%
12/2012 to 11/2013	$135,128.62	$36,870.42	366%
12/2013 to 07/2014	$0.00	$23,470.53	0%
Total	$300,234	$255,852	117%



Life Insurance Renewal Offer
Warehouse Employees Union Local No. 730 Health and Welfare Trust
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Estimated Annual Cost
Life Insurance Coverages

Coverage	Current Rate/$1,000	Renewal Rate/$1,000	Volume	Renewal Annual Cost
Basic Life Insurance	$0.179	$0.179	166,895,000	$ 358,490
Basic AD&D Insurance	$0.030	$0.030	16,695,000	$ 6,010

Renewal Expiration Date:	12/31/2014
Commissions:	0.0%
Rate Guarantee:	2 years

In order for us to process this renewal in a timely manner, please sign below and return the completed form via fax, email or mail to your Account Manager.

This form only acknowledges acceptance of the renewal rates. Amendments may need to be signed by the policyholder for any changes to the current contract and will be sent after acceptance of the renewal.

Authorized Signature Date

Print Name Title

Warehouse Employees Union Local No. 730 Health and Welfare Trust
61182-4
01/01/2015

Life Insurance is underwritten by ReliaStar Life Insurance Company. Policy form LP00GP (may vary by state).

Voya Employee Benefits

Offering Choice and Depth for the Benefit of our Customers

At Voya Employee Benefits, we offer a broad array of products and services to meet the varied financial needs of mid-sized to large employers and their employees. Whether you want to offer traditional group benefits, voluntary products, or retirement planning services, we strive to give employees choices and assure you ease and administrative efficiency. Our approach is to package our products with one another to create an integrated benefit program.

Insurance products and services are provided by ReliaStar Life Insurance Company unless otherwise noted. Product availability varies by state.

Life and AD&D Insurance Products & Services

Group Annual Term Life Insurance
Portable Term Life Insurance
Dependent Life Insurance
Whole Life Insurance
Universal Life Insurance
Personal Accident Insurance
Beneficiary Support Services
Funeral Planning & Concierge Services (1)

Disability Income Insurance Products & Services

Core/Basic Disability Income Insurance
Supplemental Disability Income Insurance
Voluntary Long-Term Disability Income Insurance
Voluntary Disability Income Insurance
Voluntary Short-Term Disability Income Insurance
Case Management
FMLA services (2)

Stop Loss Insurance

Individual Stop Loss Insurance
Aggregate Stop Loss Insurance

Retirement Planning

Retirement programs (3) for the corporate, health, education, and government markets

Other Products & Services

Voya Travel Assistance (4)
Insurance products for association members
Employee Assistance Program (5)
International Benefits Capabilities (6)
Online services, including billing, reports and documents

Other Group and Voluntary Insurance Products

Accident Insurance
Critical Illness Insurance
Hospital Confinement Indemnity Insurance

(1) Funeral Planning & Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX. Services are not available in all states.

(2) FMLA services are provided by ComPsych, Chicago, IL. Services are not available in all states.

(3) For retirement programs, insurance products and annuities are issued by Voya Retirement Insurance and Annuity Company or other affiliated companies; securities are distributed by Voya Financial Partners, LLC (member SIPC) and other authorized broker/dealers with which it has a selling agreement.

(4) Voya Travel Assistance services are provided by Europ Assistance USA, Bethesda, MD. Services are not available in all states.

(5) Employee Assistance Program (EAP) services are provided by ComPsych, Chicago, IL. Services are not available in all states.

(6) Benefits for U.S. employers who have employees abroad are provided by affiliated and non-affiliated insurance companies participating in the ING Employee Benefits Global Network, a collection of insurance companies that write and service employee benefits programs throughout the world. We are not the agents of nor do we distribute the products of those other companies.

Voya Glossary

Case Rate - the target rate, calculated by comparing the rate that would have produced premiums to cover expenses and incurred claims within the review period (experience rate), and average rate for a case with the same characteristics as your employee population and insurance plan (manual rate).

Constant Premium - the premium that would have been paid if the current rate and plan design had been inforce throughout the review period.

Conversion Charges - the amount required to cover the risk associated with converting group life coverage to an individual policy when an employee terminates or retires.

Credibility - the weight put on the past experience of the group in determining a case rate. Credibility is impacted by the number of lives covered, the frequency of claims, plan design and demographics.

Experience Adjustment - applied to the inforce rate to arrive at the experience rate. Calculated by dividing the incurred loss ratio (incurred claims divided by constant premiums) by the tolerable loss ratio (the incurred loss ratio required to cover incurred claims and the cost of doing business).

Experience (or review) Period - the time period used in the experience evaluation, usually five years for life insurance, one or two years for short term disability, and three years for long term disability.

Experience rate - the rate that would have produced premiums adequate to cover incurred claims and pay expenses within the review period.

Incurred claims - consists of paid claims, changes in waiver reserve, portability and conversion charges, changes in incurred but not reported reserves.

Inforce rate - the current rate being charged for the cost of coverage.

Manual rate - a target rate for your plan based on your employee demographics, industry group and insurance plan design, supported by Voya data. The manual rate does not take into account your actual claims experience.

Paid claims - the total amount paid on claims submitted during the review period.

Paid Loss Ratio - paid claims divided by the paid premium, expressed as a percentage.

Paid premium - the total amount paid as insurance premium for the review period.

Pending claims - claims received, but not yet paid.

Reserves - funds to cover claims both approved but not yet paid, incurred but not reported (IBNR), and run-out claims.

Tolerable loss ratio - the target loss ratio required to cover incurred claims and the cost of doing business. For example, a tolerable loss ratio of 70% means that 70 cents of every premium dollar can be allocated to cover incurred claims, and the remaining 30 cents covers the cost of doing business.

Waiver reserves - funds for estimated future liability for disabled employees who have been approved for life insurance waiver of premium.