Stop Loss Insurance Renewal Offer

Voya Employee Benefits

Prepared for:
Bakers Union and FELRA Health & Welfare Fund

Effective Date
01/01/2017

Policy Number
61532-3

Excess Risk Insurance is issued by ReliaStar Life Insurance Company, a member of the Voya® family of companies.

Renewal offer presented to:
Bakers Union and FELRA Health & Welfare Fund
Dawn Welch
Asssociated Administators

Renewal effective date
01/01/2017

Policy number
61532-3

Dear Dawn,

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,

Ryan Gregoire-Cope

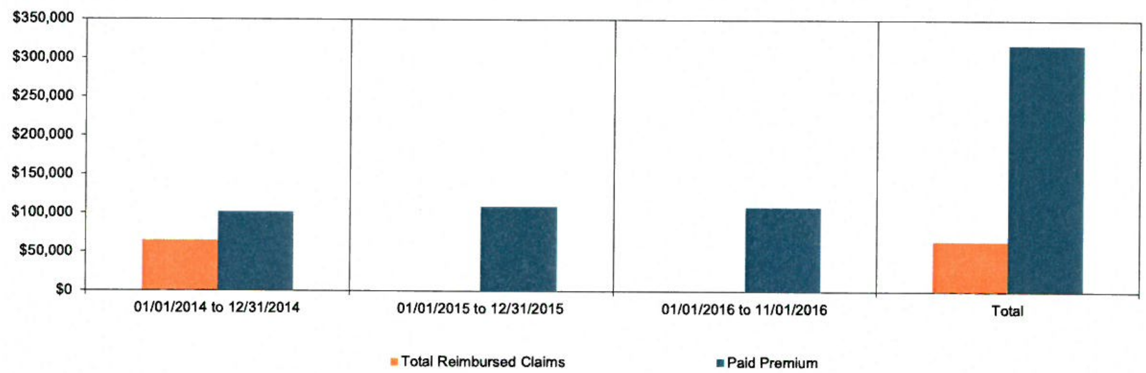
Ryan Gregoire-Cope
Senior Sales Representative

CC: Siobhan Wright
Senior Client Representative

Experience Summary for
Bakers Union and FELRA Health & Welfare Fund
61532-3

Stop Loss - Individual Excess Risk

Policy Period	Individual Deductible Level	Total Reimbursed Claims	Pending Claims	Paid Premium	Reimbursed Claims as a % of Paid Premium
01/01/2014 to 12/31/2014	300,000	$64,951	$0	$101,166	64.2%
01/01/2015 to 12/31/2015	300,000	$0	$0	$108,559	0.0%
01/01/2016 to 11/01/2016	300,000	$0	$0	$108,412	0.0%
Total		$64,951	$0	$318,137	20.4%



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Stop Loss Insurance Renewal Offer

Bakers Union and FELRA Health & Welfare Fund

615323

Estimated Annual Cost

Stop Loss Insurance Coverages

Individual Excess Risk Insurance

		Current	Renewal Option 1
Plan Effective Date		01/01/2016	01/01/2017
Coverages		Medical, RX	Medical, RX
Individual Deductible		$300,000	$300,000
Aggregating Individual Deductible		$50,000	$50,000
Policy Year Maximum		Unlimited	Unlimited
Contract Period		Paid in 15 months and incurred January 1, 2016 through December 31, 2016.	Paid in 15 months and incurred January 1, 2017 through December 31, 2017.
Benefit Percentage		100%	100%
Quoted rates include commissions of		0.00%	0.00%
	Enroll Counts	**Rates**	
Composite	336	$29.46	$32.41
Estimated Annual Cost		**$118,783**	**$130,677**
% Change From Current			**10.0%**
Individual Adjusted Deductible:		n/a	n/a

If not preliminary, select acceptance choice:

Assumptions:

Renewal As-Of Date:	11/01/2016		
Renewal Good Through:	12/31/2016		
Situs State	MD		
Claim Administrator	Associated Administrators, LLC,Sparks,MD		
Network	CIGNA		
Retirees Covered		No	No
Are retirees age 65 and over covered?		No	No
Waived Actively-at-Work		Yes	Yes
Additional Contract Specifications	n/a		

Endorsements

Cost Containment Programs

None

The individual stop loss renewal is based upon the current leveraged trend factors, market conditions, plan designs and current demographic factors. The aggregate renewal is based upon the experience of the group and current trend. Any plan changes may affect this renewal and need to be disclosed prior to the renewal acceptance.

Authorized Signature

Date

Bakers Union and FELRA Health & Welfare Fund

61532-3

01/01/2017

Excess Risk Insurance is underwritten by ReliaStar Life Insurance Company. Policy form RL-SL-POL-2013 (may vary by state).

Economic Factors: Manage the Effects of Leveraged Trend (Illustrative)

Medical trend is the anticipated annual increase in the cost of medical claims from year to year. Medical costs generally increase every year through inflation, and there are many additional factors that determine the actual medical trend for a specific health plan.

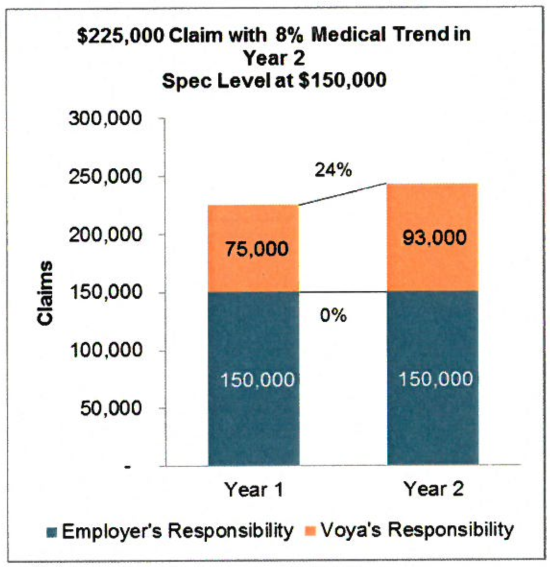
Components of medical trend include:

Plan Design	Technology	Networks
Utilization Patterns	Demographics	Cost Shifting

Medical trend gets leveraged when parties responsible for medical claims do not maintain the same proportional share of the risk from year to year. Put simply, rising medical costs affect stop loss carriers differently than employers. But rather than passing our increasing risk back on to you in the form of large rate increases, we can compensate with small increases in deductibles.

Here's an example. In Year 1, the plan elects a $150,000 individual stop loss deductible. If there is an individual claim of $225,000, the first $150,000 is the employer's responsibility and the remaining $75,000 is reimbursed by the stop loss carrier.

In Year 2, assuming an 8% increase in medical costs, a claim that would have been $225,000 in Year 1 now costs $243,000. If the deductible doesn't change, the first $150,000 is the employer's responsibility and the remaining $93,000 reimbursed by the stop loss carrier. So that 8% trend produces a 24% cost increase to the stop loss carrier's claim and 0% increase to the employer.



If the stop loss deductible is left at the same dollar level year after year, the employer's risk actually decreases as a percentage of the overall claim. Conversely, the insurer's risk is increasing -- and, in response, the insurer has to increase rates well beyond medical trend.

In order to eliminate the leveraging effect, the employer should increase its individual deductible by trend each year. This essentially retains the exact same proportion of the risk.

In an effort to mitigate the effects of leveraged trend, your underwriter has included an optional quote during this year's renewal.

Excess Risk Insurance is issued by ReliaStar Life Insurance Company, a member of the Voya® family of companies.

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 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 Administration services (2)

Stop Loss Insurance

Individual Excess Risk
Aggregate Excess Risk

Retirement Planning

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

Other Products & Services

Travel Assistance Services (4)
Insurance products for association members
Employee Assistance Program (5)
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 and 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® Corporation, 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® Croporation, Chicago, IL. Services are not available in all states.

Stop Loss Glossary

Aggregate Adjustment Corridor - the risk corridor above expected claims. The corridor is typically 125 percent.

Aggregating Individual Deductible - another layer of deductible over and above the Individual Excess Risk Deductible that must be satisfied before claims are reimbursed.

Benefit Month - any calendar month during which the policy is in force.

Claims Administrator - a firm or person who has entered into a written agreement with you to pay claims for the Employee Benefit Plan and who has been approved by us. The Claim Administrator acts on your behalf and as your agent, and not as our agent.

Contract/Coverage Period - the time period covered under the contract designating when a claim is incurred and when the claim must be paid to qualify for reimbursement.

Covered Dependent(s) - means, subject to the terms, conditions and limitations of this policy, a Covered Person's dependent who is covered by the terms of the Employee Benefit Plan. If a person becomes a dependent of a Covered Person and such dependent is covered, coverage will be provided under the policy for expenses Incurred by you on behalf of such dependent.

Covered Person - means a person enrolled in the Employee Benefit Plan who is entitled to receive benefits under that plan while the policy is in force. A Covered Person includes: A. Legally employed covered employees of yours; B. Participating COBRA beneficiaries; and C. Retirees, as defined by the Employee Benefit Plan, may be Covered Persons if they are included on the Excess Risk Schedule.

Cost Containment Vendor - a third party contracted to reduce or control the cost of services or supplies provided by Covered Persons and Covered Dependents under the Employee Benefit Plan.

Employee Benefit Plan - a self-funded plan of benefits that the Plan Sponsor provides for eligible Covered Persons and their Covered Dependents. The benefits are described in a written plan document.

Individual Adjusted Deductible (laser) - either a Covered Person or Covered Dependent whose expenses are excluded under the policy, or an amount applied to Covered Persons or Covered Dependents identified for the Coverage Period who have a deductible separate from the Individual Excess Risk Deductible under the policy.

Individual Excess Risk Deductible - the amount of Eligible Individual Excess Risk Expenses a Covered Person or Covered Dependent must incur during the contract period before reimbursement is made to the Plan Sponsor.

Managed Care Network - a Preferred Provider Organization (PPO), Exclusive Provider Organization (EPO), Point of Service Plan (POS), self-funded Health Maintenance Organization (HMO), or any Managed Care Network offered by you.

Monthly Aggregate Corridor - the Monthly Aggregate Factor multiplied by the Aggregate Adjustment Corridor.

Monthly Aggregate Factor - the amount of Expected Claims per month per Covered Person.

Paid - the latest of the following dates: A. The covered expense is approved by you according to the terms of the Employee Benefit Plan; and B. The draft or check is mailed, or the date the wire or other legal electronic transfer of funds has been issued by the Plan Sponsor to the Covered Person or his or her assignee; C. Sufficient funds are on deposit on the date the check, draft or electronic transfer is issued to permit the check, draft or electronic transfer to be honored.