
The intent of the *U-Select*[®] program from Combined Worksite Solutions is to provide you with the opportunity to address specific needs you may have in your personal benefit planning. It's important that you and your loved ones have financial resources available in the event of an unplanned or life-changing occurrence. All of the insurance products available through the U-Select program are portable. This means you can keep the coverage even if you have a job change. These insurance policies are competitively priced.



Voluntary Benefits

Featuring the



The *U-Select*[®] program
is provided through
Combined Worksite Solutions

Why voluntary benefits?

- No single employee benefits plan can meet the needs of every employee.
- High quality benefits are an excellent way to cost-effectively provide financial protection for you and your family.
- The convenience of obtaining affordable, appropriate insurance products by using payroll deduction.
- Payroll deduction is an automatic way for you to budget for your needs.
- You decide whether to participate—based on your needs or circumstance.

The Process (The U-Select® Program)

- A brief “needs analysis” using the *One Minute Benefit Planner* helps you determine what types of coverage you and your family may need.
- One-on-one consultation with a licensed insurance benefits specialist.
- Communication of your current employer-provided benefits and an explanation of their full value.
- Customized benefit options based on your needs and priorities.
- Affordable benefits selections at less than the equivalent of one hour’s pay per week.

The Service

- An annual review of your benefits and needs.
- A customer service representative is assigned to your company or organization.
- Products and benefits that can be customized to your particular needs.

Who is Combined Worksite Solutions?

- A division of Combined Insurance Company of America (CICA) devoted exclusively to providing customized voluntary benefit programs.
- CICA is rated A (Excellent) for its financial strength by A.M. Best, an independent ratings agency.
- Founded in 1919.

The Products*

- **Universal Life Insurance:** Provides growing cash reserves for you as well as death benefits. Spouse and children’s coverages are available.
- **Level Term Life Insurance:** Provides funds to help your family pay debts in the event of your death. Spouse and children’s coverages are available.
- **Accident & Sickness Hospitalization Insurance:** Provides you with additional money to help offset deductibles and co-pays should you be hospitalized. Spouse and children’s coverages are available.†
- **Disability Income Insurance:** Provides a monthly income if you become ill or are injured and are unable to work.
- **Super HERO Accident Insurance:** Provides you with money to help with costs that come with experiencing time in a **H**ospital, **E**mergency **R**oom or having **O**utpatient surgery due to a covered accident.
- **Accidental Death & Dismemberment Insurance:** Provides additional money to you or your family when an accidental death or a bodily dismemberment occurs.
- **Specified Critical Condition Insurance:** Provides additional money to you if you become ill with a covered critical condition such as cancer (except skin cancer), heart attack, stroke, kidney failure, brain tumor, Multiple Sclerosis, blindness and other specified conditions.
- **Personal Accident & Disability Insurance:** Provides additional money if a covered accident and a resulting disability disrupts your life. Family coverage is also available.†
- **Cancer Insurance:** Provides you with cash benefits to use for treatment, transportation and other related expenses associated with a cancer diagnosis.

Eligibility**

All employees who work 30 hours or more per week are eligible to apply for the following benefits once they have worked here for a minimum of 6 consecutive months.† Final eligibility is determined by the specific product underwriting guidelines.

* Product availability, coverage amounts, benefit levels and options may vary by state. Also, all products have exclusions, limitations, reductions and/or terms under which the selected product may continue in force. For costs and complete details of the coverage, please consult with a Worksite Solutions representative.

† Employees who work 20 hours or more per week and have worked here for a minimum of 6 consecutive months are eligible to apply for Accident & Sickness Hospitalization and Personal Accident & Disability Insurance.

** Eligibility requirements may vary. See a representative from Human Resources or the Benefits Department for any differences.