Achieve ACE Advantage at a Glance
ACE Center & ACE Club
ACE Advantage at a Glance

ACE Center & ACE Club

At ACE, we boast a strong, talented workforce featuring individuals who are among the best and brightest in the industry. Employees of ACE are members of a team that is driven to win – for the benefit of our clients, our shareholders and all employees.

To help ensure our employees achieve these challenging goals, ACE is committed to supporting its employees with a comprehensive and competitive package of benefits. These tangible benefits, along with the opportunity that comes from being a member of a dynamic, innovative and successful organization, together provide employees with the ACE Advantage.

ACE Advantage at a Glance gives you a brief overview of the ACE Benefit programs. We encourage you to read through this brochure to gain a better understanding of how much you can truly achieve by being a part of the ACE Team.

Medical

For many people, medical coverage can be the most important benefit. With this in mind, ACE offers employees a choice of three types of medical plans: a Point of Service (POS) Plan, a High Deductible Plan and a Health Maintenance Organization (HMO) Plan, where available. The POS and High Deductible Plans give employees the flexibility to visit either a network provider or a non-network provider of their choice, with the option of electing a primary care physician (PCP). The HMO Plan provides benefits for network providers only. The High Deductible Health Plan comes with a Health Savings Account (HSA). Employees enrolled in the High Deductible Plan also have the opportunity to contribute to a Limited Purpose Flexible Spending Account (LPFSA). See below for more information on how these accounts work.

Health Savings Account (HSA)

ACE contributes to an HSA for all employees enrolled in the Aetna High Deductible Health Plan. The amount the company contributes depends on the level of coverage you elect; $500 for single coverage, $900 for employee plus one, and $1,250 for full family coverage. HSA contributions are prorated based on when you are hired. Employees can also contribute to the HSA, up to the IRS maximum contribution.
**Limited Purpose Flexible Spending Account (LPFSA)**
This benefit works in conjunction with the Health Savings Account, and is only available to employees enrolled in the Aetna High Deductible Health Plan. Employees can contribute up to a maximum of $3,000.

**ACE’s Health Management and Wellness Initiative**
At the heart of ACE’s benefits plan is our wellness strategy, *Ensuring a Healthier You*, which represents a collaborative approach to health care and wellness that is in the mutual best interest of employees and the company. ACE believes in providing its employees with the tools needed to achieve and maintain healthy lifestyle habits. ACE’s wellness program empowers employees to take responsibility for their own health and well being.

Below are just a few of the valuable highlights of ACE’s health and wellness program:
- **100% coverage of certain generic medications that are designed to improve blood pressure, cholesterol and diabetes.**
- **100% coverage of certain age- and gender-specific wellness and preventive health visits.**
- **A premium differential of 15% between plan participants who use tobacco products and those who do not.** To assist employees in discontinuing the use of tobacco products, ACE provides support through free access to a smoking cessation program, as well as access to a tobacco cessation medication through the ACE prescription plan, at $0 co-pay (per the terms and limits of the plan).
- **All employees who enroll in medical are encouraged to complete a Health Assessment Questionnaire. New hires are asked to complete the Health Assessment Questionnaire within 60-days of date of hire to avoid paying more in medical premiums than employees who do not.** You will be asked to update your Health Assessment Questionnaire annually.
- **A preventive health screening program, where participants are encouraged to get screened to learn about their risk factors for high blood pressure, high cholesterol, and diabetes.** You will receive additional information about the screenings when they happen each year.

ACE’s wellness program also provides weight loss programs and education, annual flu shots and a new mother’s program.

**Prescription**
A comprehensive drug benefit service is provided for all participants enrolled in an ACE medical plan. Employees have coverage for both retail and mail-order drug services.
Vision
A full service vision plan is automatically provided to employees that elect medical coverage. Employees can elect to use the services of a network provider or a non-network provider. After a small co-payment, the plan pays the entire cost for network eye exams, and all or part of the cost for eyeglass frames and lenses, or contact lenses.

Dental
To help employees manage dental costs while encouraging good dental care, ACE offers employees two types of dental plans. Most employees electing dental coverage can choose either a Dental Preferred Provider Organization (PPO) Plan or Dental Maintenance Organization (DMO) Plan. The Dental PPO Plan gives employees the ability to choose either a network or non-network provider. The Dental DMO Plan only covers services provided by a participating network dentist.

Flexible Spending Accounts (FSAs)
This benefit allows employees to pay certain health care and dependent care expenses with pre-tax dollars. If an employee chooses to participate in an FSA, the contributions are automatically taken out of each paycheck before taxes are withheld and deposited into the employee’s account. Then, when the employee has an eligible expense, the employee can file a claim to be reimbursed with the pretax dollars. If the employee enrolls in the High Deductible Health Plan, the employee will only be eligible to contribute to the Dependent Care spending account.

Health Care Spending Account Maximum
$5,000 Annual Pledge

Dependent Care Spending Account Maximum
$5,000 Annual Pledge ($2,500 for employees who file tax returns as “married, filing separately.”)

Transit Reimbursement Account
Transportation expenses are expenses you incur in your normal course of commuting to and from work. Participation in the Transit Reimbursement Account allows employees to set aside pre-tax dollars to pay for qualified parking expenses, mass transit expenses and vanpooling expenses.

Parking
$230 Monthly Pre-tax Maximum Contribution and Reimbursement Amount

Mass Transit/Vanpooling
$120 Combined Monthly Pre-tax Maximum Contribution and Reimbursement Amount
Paid Time Off
Employees are eligible for vacation days, holidays and personal days if employed as a full-time or a part-time salaried employee, working at least 24 hours per week.

Vacation – The amount of vacation days an employee may earn depends on years of service. Holidays/Personal Days – ACE provides a total of 11 holiday/personal days annually. Depending on the calendar, ACE U.S. offices will be closed for 8 or 9 scheduled holidays, and the remainder of the 11 days will be personal days.

Purchase Vacation Days
To encourage a balanced work and family life, employees have the option, during annual open enrollment, to buy up to five additional vacation days per year. The purchase of vacation days is made with pre-tax dollars.

Employee Assistance Program (EAP)
This benefit is available to employees as well as all members of their households. This confidential program provides counseling, referral services and educational materials on a broad range of topics such as pregnancy, alcohol and drug abuse, emotional and behavioral issues, and other personal concerns.

Basic Life Insurance & Accidental Death and Dismemberment (AD&D) Insurance
In the event of the death of an employee, his or her designated beneficiary will receive a benefit equal to one times annual base pay, to a maximum of $1,000,000.

In the event an employee’s death is due to an accident, his or her designated beneficiary will receive an additional benefit equal to one times annual base pay, to a maximum of $1,000,000.

Employees have the option to elect to limit their basic life and AD&D insurance to $50,000. This will help employees avoid IRS required imputed income on company provided basic life insurance that exceeds $50,000.

As an ACE employee you are automatically enrolled in these benefits and ACE pays the full cost.

Supplemental Life Insurance and Accidental Death and Dismemberment Insurance
This benefit provides an additional layer of financial protection in the event of an employee death or accidental loss. An employee can elect to purchase additional life and AD&D insurance in increments of one to five times annual base pay, to a maximum of $2,000,000. Employees pay the full cost of this coverage. This benefit is in addition to the Basic Life and Basic Accidental Death and Dismemberment coverage.
**Dependent Life and Accidental Death and Dismemberment**

**Insurance**
This benefit allows an employee to purchase life and AD&D insurance for his or her spouse from $10,000 up to $150,000, in $10,000 increments. The employee may also purchase $10,000 of coverage for each dependent child. The employee pays the full cost of this coverage.

**Business Travel Accident Insurance**
This benefit provides coverage for accidents while traveling on company business. In the event of an employee death while on company business, the plan pays his or her designated beneficiary five times the employee’s annual base pay, to a maximum of $2,500,000. ACE pays the full cost of this coverage.

**Short-Term Disability**
If an employee cannot work because of a covered injury or illness, the plan continues to pay part or all of the employee’s base pay for a period of time, based on length of service with ACE. ACE pays the full cost of this coverage.

**Long-Term Disability**
After six continuous months of a covered injury or illness, this benefit will provide 60% continuation of the employee’s base pay, to a maximum benefit of $25,000 per month. ACE pays the full cost of this coverage.

**Supplemental Long-Term Disability**
Eligible officer-level employees may elect to purchase additional Long-Term Disability benefits, which include a combination of base pay plus bonus (paid in the current year) as the basis for coverage. This enhanced benefit, along with the basic Long-Term Disability plan provides 60% of total earnings, to a maximum monthly benefit of $30,000.

**Personal Accident Program**
This voluntary benefit provides critical financial security in the event of a loss caused by a serious accident. The plan also includes additional benefits that fill gaps in traditional insurance. Employees can purchase coverage for themselves and their families.

**ACE USA Employee Retirement Savings Plan**
The ACE Retirement Savings Plan is designed to provide employees with significant savings to be used for retirement. The plan provides employees with up to 6% of their eligible pay each year to be earmarked for retirement. Employees are fully vested in employer contributions after completion of two years of service. Under certain conditions, employees can borrow against their vested account balance. In addition, if they incur a hardship as defined by the IRS, they may withdraw a portion of their retirement savings.
**401(k) and Company Matching Contribution**
The ACE USA Employee Retirement Savings Plan is a 401(k) plan. Employees can contribute up to 50% of their eligible earnings (10% if they are highly compensated), up to IRS limits, and the company will match their contributions, dollar for dollar, up to the first 6%. Company contributions to this plan will be made once a year in January and only to those employees who were employed on December 31st of the previous year.

**Supplemental Retirement Savings Plan**
ACE offers the ACE USA Employee Retirement Savings Plan to help employees build significant savings for the future and reduce their current taxes at the same time. However, because this plan is a “tax-qualified plan,” current tax law limits the amount an employee and ACE can contribute to this plan. To help restore employees’ lost savings opportunities, ACE offers the ACE USA Supplemental Employee Retirement Savings Plan to eligible officers. An eligible officer can continue to contribute on a pre-tax basis to the Supplemental Plan after the limit is reached and ACE will continue to match your contributions. Company contributions to this plan will be made once a year in January and only to those officers who were employed on December 31st of the previous year.

**Educational Reimbursement Program**
ACE actively encourages employees to continuously develop their professional skills to meet the challenges of tomorrow’s business environment. The Educational Reimbursement Program is an important and valued employee benefit that supports this goal. ACE employees may receive reimbursement for qualified educational expenses associated with most job-related undergraduate and graduate programs. Through this program, eligible employees may also receive reimbursement related to specific educational expenses associated with company approved professional certification and designation programs.

**Employee Stock Purchase Plan**
The ACE Limited Employee Stock Purchase Plan was established to enable eligible employees to buy ACE Limited stock through convenient payroll deductions. Twice during the year, employees have the opportunity to purchase ACE Limited ordinary shares at 85% of their fair market value. This benefit is designed to provide employees with a long-term savings vehicle for their future, while participating in the growth of ACE.

**Adoption Expense Reimbursement Program**
Expenses incurred in the process of adopting a child can put a tremendous financial strain on the family. ACE’s Adoption Expense Reimbursement Program provides financial assistance to eligible employees for certain expenses incurred during the adoption of a child.
529 Plan
This program is designed to help employees save for future higher-education costs. Based on Section 529 of the Internal Revenue Code, state sponsored college savings plans allow employees to save for higher-education costs while the money in the plan grows tax deferred. The money and interest earned can be withdrawn tax free to pay for qualified educational expenses.

Marsh@ Work Solutions
Employees of ACE have access to PersonalPlans, a voluntary benefits program designed to help save time and money by offering quality insurance coverage in one easy and convenient location. Voluntary benefit options include auto and home insurance, identity theft protection, pet insurance, long-term care insurance, and legal services.

Disaster Mortgage Protection
This insurance plan assists homeowners by assuring continuity of monthly mortgage payments in the event of a covered disaster.

ACE Foundation
ACE believes its employees should positively influence the communities in which they work and live. Two programs are available to employees in this regard:

Matching Gifts Program
ACE Foundation will match at 100% employee charitable contributions to eligible environmental, health, human services, educational and cultural organizations and institutions, subject to annual program limits.

A Gift of Time Program
When an ACE employee volunteers a minimum of 40 hours of personal time to a nonprofit service organization during the calendar year, the ACE Foundation will donate $250 to that organization.

This booklet is only a brief summary of the ACE Benefits Program. The booklet describes certain key features of the ACE Benefits Program, but does not provide detailed information. While we have made every attempt to ensure the accuracy of the information in this booklet, if there is any discrepancy between this booklet and the official plan contracts and documents, the plan contracts and documents will rule. In addition, this booklet does not constitute or imply a contract of employment, nor does it guarantee the continuation of benefit programs. ACE reserves the right to change, amend or discontinue its plans at any time.