

Company Profile

Founded in 1976, MICA provides medical professional liability (MPL) insurance to members in Arizona, Colorado, and Utah. The Phoenix-based company offers stability through the peaks and valleys of the insurance cycle by providing stable pricing, prudent underwriting principles, outstanding risk management programs, and an experienced claim staff. Over the past five years, the company has returned \$212 million in dividends to its members.

"Before hearing about Total Rewards Software we tried another company, and seven months later we still did not have any statements. Understandably, we were apprehensive about working with yet another vendor. However, Total Rewards allayed our fears with same-day responses to our questions, and by remaining on schedule. We were extremely satisfied with their service, professionalism, and with their product."

Leon W. Kochan
Vice President, Human Resources
MICA

More than 500 companies have come to rely on TotalRewardsBuilder.com — the first, on-demand total compensation statement software to communicate total compensation value to employees, new hires and candidates.

To learn how TotalRewards Software, Inc. can maximize your company's investment in human capital, please contact us at toll free (866) 478-6428 or visit us at www.TotalRewardsSoftware.com.



Success Story: Mutual Insurance Company of Arizona

Challenge

MICA is a physician-owned and directed company that provides medical professional liability insurance to members in Arizona, Colorado and Utah. The company was formed in 1976 when commercial insurance companies decided to stop providing medical professional liability insurance. Since then, MICA has focused on providing stable prices, outstanding risk management programs, and prudent underwriting principles, all managed by an experienced claim staff.

In the early 2000s, the company decided to issue compensation statements that explained the value of each employee's benefits package. After a frustrating experience with a different vendor, MICA turned to Total Rewards Software in 2003.

Solution

Using the TotalRewardsBuilder.com software platform, the Total Rewards Software team created individual, customized statements that detail each employee's cash compensation, along with the total value of their benefits and retirement programs. A fully customized total rewards portal allows employees to log in from work or home.

"Before hearing about Total Rewards Software we tried another company, and seven months later we still did not have any statements. Understandably, we were apprehensive about working with yet another vendor," explained Leon W. Kochan, Vice President, Human Resources. "However, Total Rewards allayed our fears with same-day responses to our questions, and by remaining on schedule. We were extremely satisfied with their service, professionalism, and with their product."

The project began in late 2011 and the company mailed statements to employees in late January and early February 2012. A fully customized total rewards portal soon followed that allow employees to log in from work or home.

Results

A decade after teaming up with Total Rewards, MICA continues to convey the full value of its salary and benefits package to employees. Even better, the company has weathered the stormy ups and downs of the economy by attracting and retaining the best claim management professionals.

"Total Rewards Software was responsive and flexible in meeting our needs," Kochan added. "We are very pleased and I would recommend Total Rewards Software to any organization."



TotalRewards Software

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Leon W. Kochan
Vice President, Human Resources
MICA

Your 2013 Personalized Total Compensation Statement

Mutual Insurance Company of Arizona
2602 E. Thomas Road
Phoenix AZ 85016



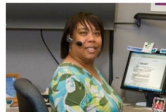
Companies like MICA are successful because of the dedication and hard work of their employees. At MICA, we recognize this basic fact and endeavor to reciprocate by providing pleasant working conditions, a generous benefit program and competitive salaries.

Benefit packages represent a significant portion of total compensation for all of us. They also represent a substantial cost to the company. While we strive to control expense, our primary focus is to provide you and your family with the best benefit options available.

This benefit report is a brief outline of the company provided benefits (as of December 31st) that you received last year. Each year we intend to provide you with updated information for the preceding year. If you have any questions regarding this report please do not hesitate to contact Leon or Barbara in Human Resources.

Sincerely,

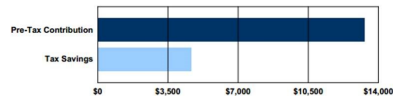
James F. Carland, M.D.
Chairman & CEO



ESTIMATED TAX SAVINGS

MICA also offers you the opportunity to pay for additional benefits with pre-tax dollars. The following programs will save you tax dollars when you elect to pay for such benefits with pre-tax deferrals.

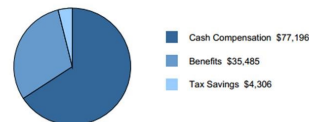
Program	Pre-Tax Contribution	Tax Savings
Medical Insurance Contribution	\$4,213	\$1,475
Health Care FSA	\$1,250	\$437
Dependent Care FSA	\$0	\$0
401k Contribution	\$5,577	\$1,952
Flex Vacation Benefit	\$1,262	\$442
Total:	\$12,302	\$4,306



Based on 35% effective tax rate (federal, state, local and FICA taxes)

TOTAL COMPENSATION VALUE

The true value of your MICA total compensation includes your direct pay, the company's contribution to your benefits and the consequent tax savings to you.



THE TOTAL VALUE OF YOUR COMPENSATION: \$116,987

Your 2013 Personalized Total Compensation Statement

Contact HR Survey Print Facts Logout

Data as of 12-31-2013

Welcome Total Compensation Health Income Protection Financial Work / Life Other Benefits



Cash Compensation and Benefits Summary

Data as of 12-31-2013

The amount of your total compensation from MICA is much more than what is indicated in your yearly earnings statement. In addition to direct pay, it includes the value of your health care insurance, disability and life insurance, retirement benefits and government mandated benefits. In the pages that follow, we break out your total compensation.

CASH COMPENSATION	Amount
Earnings	\$68,683
Service Award	\$552
Company Car	\$7,962
Total:	\$77,196

Earnings as of 12/31/2013

BENEFITS	Your Contribution	Company Contribution
Medical/Dental/Vision Premium	\$4,213	\$23,873
Basic Life and AD&D	\$0	\$440
Supplemental Life - Employee	\$473	\$0
Supplemental Life - Spouse	\$168	\$0
Supplemental Life - Child	\$3	\$0
Personal Accident Insurance	\$0	\$108
Short-Term Disability Premium	\$0	\$467
Long-Term Disability Premium	\$0	\$276
Workers' Compensation Insurance	\$0	\$178
Social Security Tax (FICA)	\$5,696	\$5,696
State Unemployment Tax	\$0	\$41

Print Facts Logout



Health

Medical Insurance

Medical coverage is perhaps the most important of your benefits. Not only does it help you maintain wellness, but it protects against major financial strain should you or a family member require expensive medical care. Please refer to your group medical plan booklet for information on limitations and exclusions.

Dental Insurance

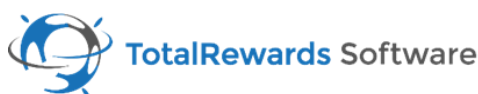
Dental expense benefits are provided for you and your dependents through Cigna. Benefits are paid at different rates depending upon the procedure required, and on the plan in which you are enrolled. Cigna's Dental Plan offers both a DMO and a PPO Plan. Please review your dental booklet for limitations and exclusions for each plan.

Vision Insurance

The Vision Service Plan (VSP) provides you with benefits at participating optometrists or opticians. Covered expenses include: vision examinations; lenses; frames; medically necessary contact lenses and cosmetic contact lenses. Please refer to your vision care pamphlet for details on limitations and exclusions.

Flexible Spending Account

MICA has a Flexible Spending Account Program for you and your dependents to save tax dollars. All health care and dependent care contributions are deducted on a pre-tax basis. The Health Care Spending Account allows you to deduct up to \$3,000 annually for eligible health care expenses. The Dependent Care Spending Account allows you to deduct up to \$5,000 annually for eligible dependent care expenses.



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