

Symetra Financial offers retirement plans, employee benefits, annuities and life insurance through independent distributors nationwide.

Our Strength

Symetra Financial Corp. is a financially strong and well-capitalized group of companies with:

- \$19.7 billion in total assets as of September 30, 2007.⁹
- \$1.6 billion in revenues in 2006.⁹
- \$159.5 million in net income in 2006.⁹
- 1.7 million customers across the United States.
- Symetra Life Insurance Co., its largest operating subsidiary, is a top-40 life insurance company.¹⁰

Our Philosophy

Symetra Financial understands we succeed when our distribution partners succeed. Symetra Financial focuses on delivering products and services, sales tools and resources with the financial security of our customers and the success of our independent distributors in mind. We believe this heartfelt commitment to our shared performance is what makes these mutually beneficial partnerships work.

Operating Principles

A cornerstone of our company is integrity. It is the critical driver as we:

- Deliver superior shareholder returns by capitalizing on competitive advantages and striving for cost-efficient, profitable growth.
- Serve our customers with excellence by offering simple solutions to meet their insurance and investments needs with products that deliver on our promises.
- Leverage our own success by investing in the success of our independent distribution partners.
- Build a strong company that provides a bright future for our employees.

History

With roots dating back to 1957, Symetra Financial has grown to become a family of companies that together serve approximately 1.7 million customers in all 50 states.

Originally a part of a Seattle-based Fortune 500 insurance company, on Aug. 2, 2004, the life insurance and investments subsidiaries were purchased by an investor group led by White Mountains Insurance Group, Ltd., and Berkshire Hathaway Inc.

Together, these companies became the privately held corporation known today as Symetra Financial.

SYMÆTRA[®] FINANCIAL

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Distribution of program is provided by Symetra Securities Corporation 1-800-469-7667. Securities are offered through Symetra Securities, Inc., member SIPC. Annuities are issued by Symetra Life Insurance Company. All three companies are located at 777 108th Ave. NE, Suite 1200, Bellevue, WA 98004-5153.

401(k) — TRADITIONAL AND ROTH

SAFE HARBOR 401(k) — TRADITIONAL AND ROTH

SIMPLE 401(k)

PROFIT SHARING PLAN

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403(b) TAX-SHELTERED ACCOUNTS — TRADITIONAL AND ROTH

SECTION 457 DEFERRED COMPENSATION PLAN

SIMPLE IRA

SEP IRA

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RETIREMENT PLANS AT A GLANCE | 2008

⁹ Symetra Financial 2006 Annual Report.

¹⁰ Based on Admitted Assets, A.M. Best Co., *Admitted Assets, Top Life Writers — 2004*.

TYPE OF PLAN	APPROPRIATE SPONSOR	KEY FEATURES	FUNDED BY	2008 MAXIMUM ANNUAL EMPLOYER CONTRIBUTION	EMPLOYER CONTRIBUTION FLEXIBILITY	VESTING REQUIREMENTS FOR EMPLOYER CONTRIBUTIONS	WHEN ESTABLISHED	MAXIMUM ELIGIBILITY REQUIREMENTS	MAXIMUM ANNUAL EMPLOYEE CONTRIBUTION	CATCH-UP CONTRIBUTION FOR EMPLOYEES AGE 50 AND UP ⁷	VESTING REQUIREMENTS FOR EMPLOYEE CONTRIBUTIONS	LOANS ALLOWED
401(k) — Traditional and Roth⁸	Businesses, partnerships, S-corporations, ¹ C-corporations ¹ and nonprofit groups (no governmentals) Typically more than 25 employees	Permits pre-tax and after-tax salary deferral contributions Employer matching is allowed and may be discretionary Vesting schedule set by employer	Employee and Employer	25% of eligible employee compensation up to \$46,000	Yes	May be graded. Maximum 6 years	Anytime	Age 21 with one year of service	100% of compensation up to \$15,500 ³	\$5,000	100% immediately	Yes
SAFE HARBOR 401(k) — Traditional and Roth⁸	Businesses, partnerships, S-corporations, ¹ C-corporations ¹ and nonprofit groups (no governmentals)	Permits pre-tax and after-tax salary deferral contributions No discrimination testing required	Employee and Employer	3% - 4% safe-harbor contribution. Additional Profit Sharing contributions are allowed	No – requires employer contributions	100% immediately	Anytime ⁶ – 30 day notice to employees is required	Age 21 with one year of service	100% of compensation up to \$15,500 ³	\$5,000	100% immediately	Yes
SIMPLE 401(k)	Fewer than 100 employees who earned at least \$5,000 in the last calendar year	Permits pre-tax salary deferral contributions No discrimination testing required	Employee and Employer	3% match to participating employees or 2% to all eligible employees	No – requires employer contributions	100% immediately	Prior to October 1 ⁶ — 60 day notice to employees is required	Age 21 with one year of service	100% of compensation up to \$10,500 ³	\$2,500	100% immediately	Yes
PROFIT SHARING PLAN	Businesses with variable earnings	Allows flexible contributions	Employer only	25% of eligible employee compensation ³ up to \$46,000	Yes	May be graded. Maximum 6 years	Prior to fiscal year-end	Age 21 with two years of service ⁴	Not applicable	Not applicable	Not applicable	Yes
DEFINED BENEFIT PLAN	Businesses with stable earnings Owners who are close to retirement	Maximum contributions Fixed payments at retirement	Employer only	Amount needed to fund plan	No – requires contribution based on specific formula	May be graded. Maximum 6 years	Prior to fiscal year-end	Age 21 with two years of service ⁴	Not applicable	Not applicable	Not applicable	Yes
403(b) TAX-SHELTERED ACCOUNTS — Traditional and Roth⁸	Universities, colleges, churches, schools, non-profit hospitals and health organizations and other non-profit 501(c)(3) groups	Permits pre-tax and after-tax salary deferral contributions	Employee and/or Employer, depending on plan type ²	When combined with employee contributions, not to exceed the lesser of 100% or \$46,000	Yes	May be graded. Maximum 6 years	Anytime	Age 21 with one year of service	100% of compensation up to \$15,500. Some exceptions apply. ³	\$5,000	100% immediately	Yes ⁵
SECTION 457 DEFERRED COMPENSATION PLAN	Government and certain non-profit organizations	Permits pre-tax salary deferral contributions	Employee and Employer	Combined employee/employer limit lesser of \$15,500 or 100% of employee compensation	Yes	Optional	Anytime	None	Up to \$15,500 ³	\$5,000	100% immediately	Yes
SIMPLE IRA	Self-employed persons, partnerships, S-corporations, ¹ C-corporations, ¹ non-profit, tax-exempt and governmental entities Fewer than 100 employees who earned at least \$5,000 in the last calendar year	Easy administration No plan administration fee No annual Form 5500 filing	Employee and Employer	3% match to participating employees or 2% to all eligible employees	No – requires employer contributions	100% immediately	Prior to October 1 ⁶ — 60 day notice to employees is required	Employees earning \$5,000 ³ in the current year and any two of the five prior years	100% of compensation up to \$10,500 ³	\$2,500	100% immediately	No
SEP IRA	Self-employed persons, partnerships, S-corporations, ¹ C-corporations ¹ and non-profit groups	Easy administration No annual Form 5500 filing	Employer only	25% of eligible employee compensation ³ up to \$46,000	Yes	100% immediately	Anytime prior to tax filing deadline, including extensions	Age 21 with any service in three of the last five years	Not applicable	Not applicable	Not applicable	No

¹ S-corporations and C-corporations are two different types of legal structure and each are subject to different tax rules.

² ERISA Plans require administration and associated fees.

³ For 2008 tax year and subject to change. For purposes of maximum contributions, compensation is limited to \$225,000 per participant per year.

⁴ Requires 100% immediate vesting.

⁵ If Symetra Retirement Services administers the plan.

⁶ Plans amended to SIMPLE or Safe Harbor design must be amended prior to new plan year.

⁷ For individuals who are at least age 50 before the end of the plan year, subject to change.

⁸ Roth (optional) plan design feature available. Under regulations in section 401(k) regarding designated Roth contributions, with respect to the taxation of distributions from designated Roth accounts, proper accounting for distributions including after-tax contributions is required.

If you have any questions regarding retirement plan types, or the types of products/programs we offer to fund them, please call our Sales Center at 1-800-706-0700 and ask to speak with one of our Retirement Plans Internal Wholesalers.

This guide is not intended to be tax advice. Some states may not have conformed state income tax laws to the Federal changes enacted by the Economic Growth and Tax Relief Reconciliation Act of 2001. Please consult your tax advisor for detailed information.

401(k) Salary Deferral Plan — Traditional and Roth

Provide eligible employees with a convenient way to increase their retirement savings through pre-tax or after-tax contributions. The amount the employee elects to defer is automatically deducted from their salary and deposits directly into the plan. Employers then have the option of “matching” employee contributions and making discretionary profit sharing contributions.

Safe Harbor 401(k) Salary Deferral Plan — Traditional and Roth

Works like a traditional 401(k) plan in that it allows employees to make pre-tax or after-tax contributions from their paychecks. The most distinguishing feature of this type of plan is that it allows employers to satisfy certain non-discrimination requirements by making required, fully vested contributions to all eligible employees. This plan type combines an employee tax-deferred contribution with one of the following vested employer contributions:

- Dollar for dollar match of employee contributions up to 3% of compensation and 50 cents on the dollar for the next 2% of compensation, or
- Contribution of 3% of compensation for all eligible employees whether or not they elect to make deferrals.

SIMPLE 401(k) Salary Deferral Plan

A Savings Incentive Match Plan for Employees (SIMPLE) provides a simplified tax-deferred retirement plan for businesses with less than 100 employees. Like other 401(k) plans, employee contributions are made on a pre-tax basis. The employer may satisfy non-discrimination and top-heavy requirements by making fully vested contributions on behalf of eligible employees. Employers may:

- Match employee contributions dollar for dollar up to 3% of their annual compensation, or
- Elect to make a fixed contribution equal to 2% of each eligible employee’s compensation.

Profit Sharing Plan

Permits the employer to make discretionary contributions of up to 25% of the total compensation of all eligible employees.² This is among the most flexible of retirement plans since employers may base their percentage contribution on the profitability of their business, which can change from year to year. Social Security Integration, Age-Weighting and Cross-Testing may be used to determine each participant’s allocation, allowing a greater percentage of the contribution to go to higher-paid employees.

Defined Benefit Plan

Pays participants a set benefit upon retirement. This type of plan is attractive to employers with large discretionary income and who are looking for considerable tax benefits and/or retirement savings. The annual contribution is actuarially determined and based on a specific formula. Contributions are usually required to meet minimum funding requirements and are not a pre-determined dollar or percentage. These plans are usually more costly to administer than other types of retirement plans.

403(b) Tax Sheltered Accounts (TSA) — Traditional and Roth

A 403(b) Plan, or Tax Sheltered Account (TSA) is available to specific employers and non-profit organizations listed under Section 501(c)(3) of the Internal Revenue Code. The 501(c)(3) code section describes employers organized for educational, charitable, scientific, religious purposes, non-profit hospitals and health-related entities. Although there are many non-profit organizations described within Section 501(c), only those described in subsection 3 are eligible to participate. Employees contribute by making pre-tax or after-tax salary deferrals from their paychecks. Employers may also contribute to employee accounts by “matching” employee contributions, however, this generally requires additional recordkeeping and plan testing.

Section 457 Deferred Compensation Plan

Available to employees of state and local governments and non-profit organizations under Internal Revenue Code 501(c)(3). Taxability of plan contributions differ significantly whether the plan is qualified or non-qualified. This type of plan can also be used concurrently with a 403(b) plan to maximize contributions.

SIMPLE IRA Salary Deferral Plan

Like the SIMPLE 401(k), the SIMPLE IRA provides a simplified tax-deferred retirement plan for small employers that is easy to establish and administer. Employers must contribute to the plan using one of the following methods:

- Match employee deferrals dollar for dollar up to 3% of the employees annual compensation (matching contribution can be reduced to as low as 1% two out of every five years), or
- Contribute 2% of each eligible employee’s compensation.

If an employee withdraws from the plan in their first 2 years of participation, the IRS’s premature distribution penalty increases from 10% to 25% of the distribution amount.

SEP IRA — Simplified Employee Pension

The simplest plan to establish and administer, making it an attractive retirement plan for small businesses. In a SEP, employers may contribute up to 25% of pay to their employees’ personal IRAs. The IRAs are governed by IRS rules and certain employer-initiated guidelines may apply.