

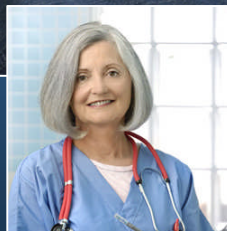


BOYD MANAGEMENT



CLARKE & COMPANY
BENEFITS LLC

Boyd Management Inc. Employee Benefits Enrollment Guide



Plan Year 2010/2011

Welcome to Open Enrollment for your Boyd Management Inc. Benefits!

Elections you make during open enrollment will become effective September 1, 2010.

Boyd Management Inc. offers you and your eligible family members a comprehensive and valuable benefits program. We encourage you to take the time to educate yourself about your options and choose the best coverage for you and your family. This benefit guide has been prepared to highlight the benefit plans that Boyd Management Inc. offers its employees. If you have any questions, please call Wanda Buczkowski at Boyd Management or Norman Clarke at Clarke & Company Benefits. If any of your elections or data on your application is not correct, please bring that to the attention of HR or Clarke & Company Benefits. We have added a third option to our health insurance plan for 2010. You will have to elect coverage for this option if you would like to enroll in this plan and change from your current plan.





Who is Eligible

If you are a Boyd Management Inc. regular full-time employee (working 35 or more hours per week) you are eligible to enroll in the benefits described in your open enrollment package. You are eligible to cover your family members in the medical, dental, voluntary life insurance, and individual plans (Aflac plans) through Boyd Management Inc.'s employer sponsored benefit plans.



How to Enroll

The first step is to review your current benefit elections. These have been provided to you in your enrollment kit. Verify your personal information on your application/change form and make any changes if necessary. Make your benefit elections. **Once you have made your elections, you will not be able to change them until the next open enrollment period unless you have a qualified change in status.**



When to Enroll

The open enrollment period runs from August 10th through August 25th. The benefits you elect during open enrollment will be effective from September 1, 2010 through August 31, 2011. Your payroll deductions will reflect your new benefit elections on the payroll date of September 3th.



How to Make Changes

Unless you have a qualified change in status, you cannot make changes to the benefits you elect until the next open enrollment period. Qualified changes in status include: marriage, divorce, legal separation, birth or adoption of a child, change in child's dependent status, death of spouse, child or other qualified dependent, change in residence due to an employment transfer for you, your spouse, commencement or termination of adoption proceedings, or change in spouse's employment status.

Boyd Benefits for 2010!



Boyd Management Inc. 2010 benefit options include the following:

- ✓ Medical- Our medical carrier is BlueChoice HealthPlan and you have three plans to choose from, a new lower cost option is the third plan choice
- ✓ Dental- No changes in our dental plans for 2010/2011, you can add coverage, drop coverage, or add/drop dependents at this time.
- ✓ Life insurance- If you take the medical plan you automatically are enrolled for the \$20,000 life and accidental death policy at this time with no health questions asked on a guaranteed issue basis. If you add the medical plan you will be added to this benefit, if you drop the medical plan this benefit will also be dropped.

The following benefits are offered **at open enrollment with limited eligibility**, you have the option of buying or adding up to 40k of voluntary life insurance without evidence of insurability. After open enrollment, you will be required to complete evidence of insurability for additional life insurance.

- ✓ Voluntary life insurance- We have expanded our life insurance to cover employees up to \$200,000 (no more than 5x's salary) with no health questions asked on a guaranteed issue basis on a voluntary payroll deduction basis. You can also enroll your spouse with life insurance up to \$20,000 and children up to \$10,000 per child on a guarantee issue basis.

*See policy guidelines for restrictions and limitations, these amounts are guaranteed issue for new employees.

Your Costs in 2010

Medical (BlueChoice HealthPlan)

Bi-weekly payroll deductions are shown below for the three medical plans offered by Boyd Management Inc. We offer three health plans and see page 13 for more plan details.

| EMPLOYEE BI-WEEKLY DEDUCTIONS | | |
|-------------------------------|---------------|-------------------|
| | Employee Only | Employee & Family |
| Base Plan | \$19.04 | \$334.50 |
| Low Plan | \$40.38 | \$390.69 |
| High Plan | \$87.92 | \$516.35 |

Dental (BlueCross)

Boyd Management Inc.'s plan allows you to seek treatment from the dentist of your choice. See page 13 for details. There are no changes to your dental benefits in 2010.

| EMPLOYEE BI-WEEKLY DEDUCTIONS | | |
|-------------------------------|---------------|-----------------------|
| | Employee Only | Employee & Dependents |
| Dental Plan | \$9.04 | \$18.83 |

\$20,000 Term Life Insurance (Prudential)

| | |
|----------------------------|--|
| Bi-Weekly Deduction | Included if you have the medical plan. |
|----------------------------|--|

Voluntary Life Insurance

See below chart for your cost of voluntary term life insurance on yourself. You can cover yourself with up to \$40,000 of term life insurance coverage at open enrollment with no health questions and up to \$500k with health questions. The plan also includes accidental death & dismemberment of 2x the face amount. If you currently have voluntary life insurance now, you can elect to add from 10k to 40k to your total (see page 7) up to a maximum of 5x salary. To add additional life insurance you must fill out the Prudential form with this package.

| EMPLOYEE COVERAGE | | | | | EMPLOYEE BI-WEEKLY DEDUCTIONS | | | | | | | | | | |
|-------------------|------|-------|-------|-------|-------------------------------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|
| Age | 10k | 20k | 30k | 40k | 50k | 60k | 70k | 80k | 90k | 100k | 110k | 120k | 130k | 140k | 150k |
| <24 | .30 | .59 | .89 | 1.18 | 1.48 | 1.77 | 2.07 | 2.36 | 2.66 | 2.95 | 3.25 | 3.54 | 3.84 | 4.14 | 4.43 |
| 25-29 | .34 | .67 | 1.01 | 1.35 | 1.68 | 2.02 | 2.36 | 2.70 | 3.03 | 3.37 | 3.71 | 4.04 | 4.38 | 4.72 | 5.05 |
| 30-34 | .42 | .84 | 1.26 | 1.68 | 2.10 | 2.52 | 2.94 | 3.36 | 3.78 | 4.20 | 4.62 | 5.04 | 5.46 | 5.88 | 6.30 |
| 35-39 | .47 | .93 | 1.40 | 1.86 | 2.33 | 2.80 | 3.26 | 3.73 | 4.20 | 4.66 | 5.13 | 5.59 | 6.06 | 6.53 | 6.99 |
| 40-44 | .51 | 1.02 | 1.52 | 2.03 | 2.54 | 3.05 | 3.55 | 4.06 | 4.57 | 5.08 | 5.58 | 6.09 | 6.60 | 7.11 | 7.62 |
| 45-49 | .72 | 1.45 | 2.17 | 2.90 | 3.62 | 4.35 | 5.07 | 5.80 | 6.52 | 7.25 | 7.97 | 8.70 | 9.42 | 10.14 | 10.87 |
| 50-54 | 1.07 | 2.13 | 3.20 | 4.26 | 5.33 | 6.40 | 7.46 | 8.53 | 9.60 | 10.66 | 11.73 | 12.79 | 13.86 | 14.93 | 15.99 |
| 55-59 | 1.92 | 3.85 | 5.77 | 7.70 | 9.62 | 11.55 | 13.47 | 15.40 | 17.32 | 19.25 | 21.17 | 23.10 | 25.02 | 26.94 | 28.87 |
| 60-64 | 2.91 | 5.82 | 8.74 | 11.65 | 14.56 | 17.47 | 20.39 | 23.30 | 26.21 | 29.12 | 32.04 | 34.95 | 37.86 | 40.77 | 43.68 |
| 65-69 | 5.53 | 11.07 | 16.60 | 22.14 | 27.67 | 33.20 | 38.74 | 44.27 | 49.80 | 55.34 | 60.87 | 66.41 | 71.94 | 77.47 | 83.01 |
| 70+ | 8.93 | 17.86 | 26.79 | 35.72 | 44.65 | 53.58 | 62.52 | 71.45 | 80.38 | 89.31 | 98.24 | 107.17 | 116.10 | 125.03 | 133.96 |

Dependent Life Insurance

You have spouse and dependent children plan options to choose from and must have employee voluntary life coverage on yourself to take any dependent life options. Costs cover all children, regardless of number for the amount for each plan below. You can only add dependent coverage with evidence of insurability at this time.

| SPOUSAL COVERAGE | | EMPLOYEE BI-WEEKLY DEDUCTIONS | | | | | | | | | | |
|------------------|-------|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--|
| Amount | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | |
| \$5,000 | 0.15 | 0.18 | 0.22 | 0.24 | 0.26 | 0.37 | 0.54 | 0.97 | 1.46 | 2.77 | 4.47 | |
| \$10,000 | 0.31 | 0.35 | 0.43 | 0.48 | 0.52 | 0.74 | 1.08 | 1.94 | 2.93 | 5.55 | 8.94 | |
| \$15,000 | 0.46 | 0.53 | 0.64 | 0.72 | 0.78 | 1.11 | 1.62 | 2.91 | 4.39 | 8.32 | 13.42 | |
| \$20,000 | 0.62 | 0.70 | 0.87 | 0.96 | 1.04 | 1.48 | 2.16 | 3.88 | 5.85 | 11.10 | 17.89 | |

| Child(ren) Amount | Child(ren) Bi-Weekly Cost |
|-------------------|---------------------------|
| \$4,000 | 0.11 |
| \$10,000 | 0.26 |

Voluntary Life Insurance Increase Offer

See below chart for your current voluntary life amount of coverage. If you do not have coverage you will not have an amount in the Current Life Amt. **You have the option of buying 10k to 40k of coverage without health questions at this time.** If you currently have coverage, that amount will be shown in the Current Life Amt. box. **You can add anywhere from 10k to 40k of additional life insurance, up to a maximum of 5x salary.** You will see the amount below and deductions of what you can add. If you wish to add life insurance at this time or add to your current amount, please fill out the Prudential application at the back of this package.

| Employee Coverage Option | Current Life Amt | Increase Option 1 | Increase Option 2 | Increase Option 3 | Increase Option 4 |
|--------------------------|------------------|-------------------|-------------------|-------------------|-------------------|
| Coverage Amount | | 10k | 20k | 30k | 40k |
| Bi-Weekly Deduction | | | | | |

Additional Benefit Offerings

401(k) Benefit

Boyd Management Inc. matches 50% of your contribution on up to 4% of your of salary. For example, if your bi-weekly salary is \$1000 and you contribute 4% to the 401(k), your 401(k) contribution would be \$40. The firm will match 50% of your contribution, so the amount Boyd Management Inc. would contribute on your behalf is \$20 during that pay period. You are eligible to enter in the plan if you have completed one (1) year after hire. You will actually enter the plan on the entry date once you have been credited with 1000 hours of service within a twelve month period.

Your Employee Benefit Open Enrollment package

Your benefit materials for the 2010 Boyd Management open enrollment includes a new Boyd benefits enrollment guide with plan details of our medical and dental plans. In addition your packet will include an enrollment form to change your medical or dental election. You will have to return an application/change form to Wanda Buczkowski if you would like to change, elect or drop medical or dental. If you do not send in an updated election form, all of your benefits will remain the same for 2010. You have a deduction sheet in this guide with you current elections and the costs for 2010 and if you have any questions on your deduction sheets or any other benefit questions, please direct them to the Clarke & Company representative at 803-253-6997 (Columbia SC) or 888-540-9403 (toll free).

The information in this Enrollment Guide is presented for illustrative purposes and is based on information provided by the employer. The text contained in this Guide was taken from various summary plan descriptions and benefit information. While every effort was taken to accurately report your benefits, discrepancies, or errors are always possible. In case of discrepancy between the Guide and the actual plan documents the actual plan documents will prevail. The plan documents will govern all plans covered in this guide. This guide is not a contract or a guarantee of your eligibility or benefit. All information is confidential, pursuant to the Health Insurance Portability and Accountability Act of 1996. If you have any questions about your Guide, contact Human Resources. If you sign up for coverage that requires evidence of insurability, even though deductions may start, you are not considered enrolled in the plans until confirmed by the carrier. If declined, you will be reimbursed.

Health Care and Dependent Care Flexible Benefit Accounts

This plan re-enrolls for January 1-December 31, 2010 later in the year. Boyd Management Inc. provides you the opportunity to pay for out-of-pocket medical, dental, vision, and dependent care expenses with pre-tax dollars through the Flexible Spending Accounts. You must enroll/re-enroll in the plan to participate for the plan year January 1 – December 31, 2010. You can save approximately 25% of each dollar spent on these expenses when you participate in a FSA.

A health care FSA is used to reimburse out-of-pocket medical expenses incurred by you and your dependents. A dependent care FSA is used to reimburse expenses related to care of eligible dependents while you and your spouse work.

Contributions to your FSA come out of your paycheck before any taxes are taken out. This means that you don't pay federal income tax, Social Security taxes, and state and local income taxes on the portion of your paycheck you contribute to your FSA. You should contribute the amount of money you expect to pay out of pocket for eligible expenses for the plan period. If you do not use the money you contributed it will not be refunded to you or carried forward to a future plan year. **This is the use-it-or-lose-it rule.**

The maximum that you can contribute to the Health Care Flexible Spending account is \$5,000 per year.

The maximum that you can contribute to the Dependent Care Flexible Spending Account is \$5,000 if you are a single employee or married filing jointly, or \$2,500 if you are married and filing separately.

The following example shows how you can save money with a flexible spending account.

Bob and Jane's combined gross income is \$30,000. They have two children and file their income taxes jointly. Since Bob and Jane expect to spend \$2,000 in adult orthodontia and \$3,300 for day care next plan year, they decide to direct a total of \$5,300 into their FSAs.

| | Without FSAs | With FSAs |
|--------------------------------------|--------------|-----------|
| Gross income: | \$30,000 | \$30,000 |
| FSA contributions: | 0 | -5,300 |
| Gross income: | 30,000 | 24,700 |
| Estimated taxes: | | |
| Federal | -2,550* | -1,755* |
| State | -900** | -741** |
| FICA | -2,295 | -1,890 |
| After-tax earnings: | 24,255 | 20,314 |
| Eligible out-of-pocket | | |
| Medical and dependent care expenses: | -5,300 | 0 |
| Remaining spendable income: | \$18,955 | \$20,314 |
| Spendable income increase: | | \$1,359 |

*Assumes standard deductions and four exemptions.

**Varies, assume 3%.

The example above is for illustrative purposes only. Every situation varies and we recommend that you consult a tax advisor for all tax advice.

Employee Assistance Plan



The employee assistance plan is available to all full time employees of Boyd Management Inc.. Benefits for the EAP services are listed below. For services, please call 800-968-8143. First Sun EAP staff is available 24 hours a day, 7 days a week to help.

| Employee Assistance Program (EAP Services) | |
|---|----------------|
| Individual & Family Counseling (visit 1-5) | \$0 |
| Individual & Family Counseling (visit 6-10) | \$25 per visit |
| Life Management Services (5 visits) | \$0 |

Some of the services of the Employee Assistance Program are listed below. See Human Resources for more information.

Counseling Services

Stress Management
Relationship Issues
Anger Management Assistance
Alcohol/Substance Abuse
Spiritual Concerns

Grief & Loss
Depression
Trauma Issues
Family Concerns
Workplace Concerns

Life Management Services

Eldercare Assistance
Financial Counseling/Planning
Parenting/Adoption
Childcare Assistance
Education Assistance
Pet Care Assistance
Education Assistance

Supplemental Benefits

Boyd Management Inc. offers our employees various supplemental benefits that you can purchase on a payroll deduction basis. Our plans are offered through Aflac. If you are interested in purchasing any Aflac products please contact Wanda Buczkowski to set up a meeting with an Aflac representative.

Questions & Answers

Elections that can be made for your effective date:

- ◆ Elect, drop, or change medical plans (3 options) for you and your dependents.
- ◆ Elect, drop, or change dental plans for you and your dependents..
- ◆ Elect, drop or decrease the Voluntary Life and AD&D plan. You will have the opportunity to add limited amounts of voluntary
- ◆ Elect, drop, or change individual policies.

Mandatory forms to be completed for 2010:

- ◆ Any changes on medical or dental needed to be entered on application/change form
- ◆ If you are electing voluntary life insurance for the first time or adding to your existing voluntary life insurance you will need to complete the Prudential form in the back of this package.

What is my physician network?

- ◆ If you are a Boyd employee in South Carolina or using South Carolina providers, you use the BlueChoice network. If you are seeking treatment outside of South Carolina, you use the BlueCross BlueShield National Network. See page 15 for more network information.

Who do I contact with questions?

- ◆ Contact Human Resources with any questions you may have. If you have any group insurance questions you can also contact Norman Clarke or Kristen Kunkel at Clarke & Company Benefits at 803-253-6997 (Columbia, SC) or 888-540-9403 (toll free).

With 3 different medical plans what do I need to do?

- ◆ If you were enrolled in the medical plan you will stay on that plan unless you elect to move to a different plan. If you do not fill out a change form you will stay on the same plan you are on now.

I would like to save money on prescriptions or discuss health issue alternatives, who can I talk to?

- ◆ Clarke & Company Benefits has a wellness coordinator/health manager on our staff, Valerie Musick. Her contact information is on page 15 of this guide. She can help in specific questions dealing with health issues or any wellness issues you would like to discuss with her.



SUMMARY OF BENEFITS COST
Effective September 1, 2010

| Flexible Coverage Options | Per pay Period Cost | | |
|---|---|------------------|-------------|
| | Base Option | Low Option | High Option |
| Health (BlueChoice Health Plan) | | | |
| Employee | \$19.04 | \$40.38 | \$87.92 |
| Family | \$334.50 | \$390.69 | \$516.35 |
| Dental (Blue Cross) | | | |
| Employee | | \$9.04 | |
| Family | | \$18.83 | |
| Term Life Insurance (Prudential) | | | |
| Employee (\$20,000) | No cost to employee if you elect medical coverage | | |
| AD&D (\$20,000) | No cost to employee if you elect medical coverage | | |
| Aflac Plans | | | |
| Personal Accident Indemnity | | | |
| Individual Plan | | \$11.90 | |
| Individual & Spouse | | \$14.90 | |
| One-Parent Family | | \$16.20 | |
| Two-Parent Family | | \$19.98 | |
| Personal Cancer Indemnity | | | |
| Individual Level I | | \$8.64 | |
| Family Level I | | \$14.08 | |
| Individual Level III | | \$15.46 | |
| Family Level III | | \$25.80 | |
| Hospital Protection Plan 3 | | | |
| Age | Insured | Insured & Spouse | |
| 18-39 | \$17.46 | \$31.80 | |
| 40-49 | \$21.96 | \$36.72 | |
| 50-59 | \$27.84 | \$51.04 | |
| 60-64 | \$33.12 | \$55.14 | |
| Short-Term Disability | See Aflac representative | | |

Health & Dental Plans

Medical Insurance

Your major medical insurance is with BlueChoice HealthPlan. Your plan is an open access plan and you do not need a referral. Stay in network for the best value.

| Blue Choice | Base Plan (New) | Low Plan | High Plan |
|----------------------------------|---|---|---|
| In Network Benefits | | | |
| Point of Service Benefits | | | |
| Primary Care Physician | \$25 copay | \$25 copay | \$25 copay |
| Specialist Physician | \$50 copay | \$50 copay | \$40 copay |
| Preventive | \$25 primary physician \$50 specialist | \$25 primary physician \$50 specialist | \$25 primary physician \$40 specialist |
| Preventive Maximum | Unlimited | Unlimited | Unlimited |
| Urgent Care/ER | \$25 copay | \$25 copay | \$25 copay |
| Emergency Room | \$125 then 40% | \$125 then 30% | \$125 then 30% |
| Prescription Drugs | \$8 or \$15 generic, \$35 preferred, \$55 non-preferred | \$8 or \$15 generic, \$35 preferred, \$55 non-preferred | \$8 or \$15 generic, \$35 preferred, \$55 non-preferred |
| Major Medical Benefits | | | |
| Deductible | \$5000 (3x per family) | \$3000 (3x per family) | \$1000 (3x per family) |
| Max. out of pocket | \$5000 (2x per family) | \$5000 (2x per family) | \$2000 (2x per family) |
| Coinsurance | 60% BlueChoice/40% employee | 70% BlueChoice/30% employee | 70% BlueChoice/30% employee |
| Hospital In and Out-Patient | Deductible then 40% Deductible then 40% | Deductible then 30% Deductible then 30% | Deductible then 30% Deductible then 30% |
| Lifetime Maximum | \$2 million | \$2 million | \$2 million |
| Out of Network Benefits | | | |
| Deductible | \$6000 per individual | \$6000 per individual | \$2000 per individual |
| Max. out of pocket | \$10,000 (2x family) | \$10,000 (2x family) | \$4000 (2x family) |
| Coinsurance | 50% BC/50% employee | 50% BC/50% employee | 50% BC/50% employee |
| Lifetime maximum | \$2 million | \$2 million | \$2 million |

Dental Insurance

Your dental insurance is with Blue Cross. Preventive services do not require a deductible, all other services do. See schedule below.

| Blue Cross | |
|------------------------|------------------------------|
| In and Out of Network | |
| Plan Benefits | High Plan |
| Preventive | Pays 100% of costs (UCR) |
| Basic Services | 80% |
| Major Services | 50% |
| Deductible | \$50/individual \$150/family |
| Annual Maximum/Insured | \$1,000 |

Life Insurance, Disability Insurance, & Supplemental

Life Insurance

Prudential Basic Term

- Basic term life insurance in the amount of \$20,000
- Accidental Death & Dismemberment included in life insurance for the same amount
- Basic life insurance offered with medical coverage only

Prudential Voluntary Term

- Basic term life insurance in the amount of \$10,000 to \$200,000
- Accidental Death & Dismemberment included in life insurance for the same amount
- Optional coverage on spouse up to \$20,000, and children up to \$10,000 as long as you have coverage on yourself

401(k) Retirement Plan

ADP

- Eligibility is 1 year after hire and working 1000 hours
- Employer match of 50% per dollar up to 4% of salary
- 3 year cliff vesting for employer match only
- \$15,500 maximum contribution up to 88% of salary

AFLAC Individual Coverage's

Cancer Indemnity

- Coverage for all types of cancer
- Cancer Screening benefit

Short-Term Disability

- Covers salary for accident and/or sickness
- Provides benefits if employee is out due to sickness/accident

Hospital Confinement

- Coverage for hospitalization
- Intensive care coverage also available

Accident Indemnity

- Emergency Accident Coverage

Contact Information & Network Information

Clarke & Company Benefits LLC

Phone: South Carolina: 803-253-6997
 Toll free: 888-540-9403
 Fax: 803-253-6998

Website: www.clarkebenefits.com

Email: Norman Clarke nclarke@clarkebenefits.com (Client Manager)
 Kristen Kunkel kkunkel@clarkebenefits.com (Account Manager)
 Valerie Musick vmusick@clarkebenefits.com (Wellness & Health Management)

BlueChoice HealthPlan

Website: www.bluechoicesc.com click members

Doctor and Hospital Finder

Doctor and Hospital Finder in South Carolina

Doctor and Hospital All other states

Register on My Insurance Manager on right of website. This is where you register to see EOBs and other health information.

The image shows two screenshots of the BlueChoice HealthPlan website. The left screenshot shows the 'Doctor and Hospital Finder' page with a search bar and a list of categories including 'Doctors And Other Practitioners', 'Offices', 'Hospitals', 'Other Health Services/Facilities', 'Pharmacies', 'Dental Care', 'Vision Care', 'Behavioral Health Practitioners', 'Mental Health Offices', 'Special Health Facilities', and 'National Search'. The right screenshot shows the 'My Insurance Manager' page with a navigation menu on the right side containing 'My Health Tools', 'My Account', 'My Claims', 'My Documents', 'My Network', 'My Plan', 'My Rates', 'My Renewal', 'My Service', 'My Support', 'My Tools', 'My Updates', 'My Webmail', and 'My Work'. A callout box points to the 'My Insurance Manager' link in the navigation menu, stating: 'Register on My Insurance Manager on right of website. This is where you register to see EOBs and other health information.'

Blue Cross

Website: www.southcarolinablues.com

Chose dental product in drop down menu for members.

The image shows a screenshot of the BlueCross BlueShield of South Carolina website. The navigation menu on the left side includes 'Members', 'Agents', 'Providers', and 'Benefits Coordinators'. A callout box points to the 'Members' link, stating: 'Chose dental product in drop down menu for members.'