



Meet The Principal® 10 Best Companies

Society Insurance

Fond du Lac, Wisc.

Type of business: Regional property and casualty insurance carrier specializing in innovative insurance products for business		
Number of employees: 252	Founded: 1915	Web site: www.societyinsurance.com

Benefit highlights:

- 83 percent employer-paid medical insurance premiums for employees
- 80 – 82 percent employer-paid medical insurance premiums for dependents
- 401(k) plan with discretionary employer match in all recent years of 125 percent of deferral up to 6 percent of pay
- Average employee deferral of 7 percent
- Defined benefit pension plan
- Roth 401(k)
- 100 percent employer-paid premiums for short- and long-term disability insurance

Percent of employees participating in 401(k) plan:

96 percent

How they've dealt with rising medical insurance costs:

For a number of years Society Insurance has looked for innovative ways to manage rising medical costs. Believing that simply shifting costs to employees or cutting benefits is not the answer, Society has implemented expanded wellness benefits and tools to encourage employees to manage their health better. "We now offer onsite Health Risk Assessments with follow-up, Disease Management, on-going health education opportunities, weight management programs and health club benefits," explains D. Holly Lifke, vice president of human resources at Society Insurance. Society's approach is to help the healthy remain healthy and to help those managing chronic conditions do so more effectively.

Other interesting facts:

- Offers one-on-one retirement planning guidance to employees and spouses
- Provides a full health club membership free of charge to home office employees
- Provides personalized employee benefit statements to employees annually



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Principal Life Insurance Company, Des Moines, Iowa 50392-0001, www.principal.com