

At AXA Equitable, rewarding performance is the cornerstone of our **Total Rewards** philosophy. Our investment in you goes beyond your paycheck. Your **Total Rewards** include cash compensation, access to comprehensive benefit programs and the opportunity to share in company results through equity. In addition to your base pay, the **Total Rewards** programs reward you for your hard work, give you the opportunity to accumulate wealth, and provide for your protection and well-being.

	Benefit	Feature	Plan Provision Summary
Bonus	<b>Short-Term Incentive Compensation (STIC)</b> – Eligibility based on hire date and employment status	Cash Bonus Opportunity	The STIC program rewards employees for individual performance and AXA Equitable's achievement of company goals.
Health and Wellness	<b>Health and Wellness</b> – Immediately eligible	Flex Benefits — You have a choice between two health care providers and types of health care coverage: Aetna or Empire BlueCross BlueShield Build Your Own Options  Aetna High-Deductible Health Plan/Health Savings Account	Build your own health care coverage options based on the following decisions: <b>Decision 1:</b> Choose your carrier/network (Aetna or BlueCross BlueShield). <b>Decision 2:</b> Choose your annual deductible. <b>Decision 3:</b> Choose your co-insurance and out-of-pocket maximums. Or, alternatively, elect an Aetna High-Deductible Health Plan/Health Savings Account.
		Prescription Drugs	For Build Your Own health care options, both mail-order and retail programs (retail subject to certain refill limits) available with participant co-payments or co-insurance, which vary for generic, preferred and non-preferred brand name drugs. For HDHP, co-insurance and deductible apply.
		Dental Aetna Option 1 Aetna Option 2 Aetna Option 3	All options cover routine and major dentistry, subject to limits. The Aetna Dental Plan Options 1 and 3 also include some orthodontia coverage. If you waive dental coverage, you are eligible for Flex Credits. <sup>1</sup>
		Vision	By enrolling in Health Plan coverage, you have access to a discount vision program. If you elect Health Plan coverage, you may also enroll in additional vision coverage through Vision Service Plan (VSP).
	<b>Personal Concerns Program/ Aetna EAP</b> – Immediately eligible	Counseling and Referral Services	Professional counselors are available 24 hours a day, seven days a week to provide you and your family with assistance.
Spending Accounts	<b>Flexible Spending Accounts</b> – Immediately eligible	Health Care and Dependent Care Spending Accounts	Contribute up to \$5,000 pre-tax (for each account) annually.
	<b>Transportation Reimbursement Incentive Program (TRIP)</b> – Immediately eligible	Pre-tax and Post-tax Payroll Deductions	Your pre-tax and post-tax contributions are applied to cover work-related eligible mass transit and parking expenses, subject to monthly limits.
Wealth Accumulation	<b>The 401(k) Plan</b> – Immediately eligible	Participant Contributions	Automatic enrollment for eligible employees at 3% pre-tax, unless you elect a different rate. May elect to have pre-tax deferral rates increased annually by 1%.  Up to 75% of eligible compensation on a pre-tax or Roth 401(k) basis, subject to IRS limits (up to \$15,500 in 2008; up to \$20,500 in 2008 if individual is age 50 or older as of 12/31/08).  Up to 10% of eligible compensation on a post-tax basis (up to \$15,000 per calendar year), subject to IRS limits.
		Company Match	The company will match dollar-for-dollar in company stock on first 3% of pre-tax or Roth 401(k) contributions (subject to IRS limits).
		Roth 401(k) After-tax Participant Contributions	Qualified distributions of Roth contributions and associated earnings are tax-free, similar to Roth IRAs.
		Investment Options	More than 20 investment funds to choose from that provide different risk and return potential.
		Loans and Withdrawals	Available (subject to applicable limits).
		Vesting	Participant contributions — 100% immediately. Company contributions — 100% after three full years of vesting service.

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Wealth Accumulation	<b>Qualified Stock Purchase Plan</b> – Must be an employee by the first day of the offering period	Purchase AXA-ADRs using post-tax payroll deduction	Purchase AXA-ADRs at a 15% discount with up to 15% of eligible compensation, up to a maximum value of \$25,000 per year. A six-month holding period applies.
	<b>AXA Shareplan</b> – Eligibility based on hire date and benefits eligibility	Company's Global Stock Purchase Plan	Purchase AXA stock on preferential terms through two investment alternatives. The first alternative permits the purchase of AXA-ADRs at a discounted price. The second alternative permits the purchase of AXA ordinary shares on a leveraged basis with a guaranteed return of investment. The decision to offer the plan is made on a year-by-year basis.
	<b>Retirement Plan</b> – Eligible after attaining age 21 and completing one year of service	Cash Balance Formula  Vesting	Pay credits equal to 5% of eligible compensation up to Social Security Wage Base (SSWB), plus 10% of eligible compensation over SSWB (subject to IRS limits). <sup>2</sup>  100% vested after three full years of vesting service.
Financial Protection	<b>Disability Plans</b> – Immediately eligible	Short-Term Disability	Company-provided benefit — One week of 100% of eligible compensation for the first six weeks and an additional week at 100% for every year of service in excess of six years, then 60% for each week beyond, for up to 26 weeks.
		Long-Term Disability	You may elect 40% or 60% of your eligible compensation up to a maximum of \$25,000 per month. Choice of company-provided benefit or participant-paid benefit with post-tax dollars in order to receive federal-tax-free LTD benefits. You may receive flex credits <sup>1</sup> if you elect a 40% benefit or pay with post-tax dollars.
	<b>Life Insurance Program</b> – Immediately eligible	Basic Group Life Insurance	Company-paid basic group life insurance and accidental death and dismemberment (AD&D) coverage based on 1X eligible compensation up to \$700,000. If you reduce coverage below 1X eligible compensation you are eligible for flex credits. <sup>1</sup>
		Optional Term Life Insurance	1X–4X eligible compensation up to \$1,000,000.
	Group Universal Life Insurance	1X–8X eligible compensation up to \$2,000,000.	
Additional Benefits	<b>Adoption Benefit Program</b> – Eligible after completing one year of service	Adoption Benefit Reimbursement	Covers 100% of qualifying expenses, generally up to a maximum of \$3,000 per qualifying child.
	<b>Access to Convenience Benefits</b> – Immediately eligible to apply	Marsh Voluntary Benefits offers various insurance benefits	Access includes: <ul style="list-style-type: none"> <li>• Long-Term Care Insurance</li> <li>• Excess Liability Insurance</li> <li>• Group Auto Insurance</li> <li>• Group Homeowners Insurance</li> <li>• Pet Insurance</li> <li>• Identity Theft Insurance</li> <li>• Critical Illness Insurance</li> </ul> Participant premiums paid after-tax through AXA Equitable payroll deductions.
	<b>Educational Assistance Program</b> – Eligible after six months of full-time service	Tuition Reimbursement	Full-time employees are eligible if they have six months service with satisfactory performance. The program reimburses 80% of eligible tuition and fees, up to \$5,250 per calendar year. Manager approval is necessary. Grade standards must be met.
	<b>Personal Discounts</b> – Immediately eligible	Discounts through a number of nationwide retailers	Retailers include: <ul style="list-style-type: none"> <li>• American Airlines</li> <li>• Verizon</li> <li>• Dell Computers</li> <li>• Nextel</li> <li>• The Company Store</li> <li>• The Company Outlet</li> </ul>
	<b>AXA Equitable Advantage</b>	Corporate Discount Program	AXA Equitable employees qualify for group rates and discounts not available to individual consumers.
	<b>Bright Horizons</b>	Back-up care for children and adult dependents	Care available for planned and unplanned events, up to 20 times per dependent per year, through a national network of quality childcare centers and trained in-home care professionals.
AXA Foundation	<b>Cultural Benefits</b> – Immediately eligible	The AXA Foundation supports cultural institutions in New York City, Syracuse and Charlotte — communities where there are large numbers of AXA Equitable employees.	Varied discounts available for employees: <ul style="list-style-type: none"> <li>• American Museum of Natural History</li> <li>• Big Apple Circus</li> <li>• Lincoln Center for the Performing Arts</li> <li>• Metropolitan Museum of Art</li> <li>• Museum of Modern Art</li> <li>• Theatretworks USA</li> <li>• Wildlife Conservation Society</li> </ul>
	<b>AXA Matching Gifts</b> – Eligible after six months of service	Gives employees the ability to direct the foundation's contributions to the issues and commitments they feel are important	AXA Foundation will match eligible contributions of \$50 or more, up to \$2,000 per year, per individual. Contributions may be divided among eligible organizations or given to a single organization. The Disaster Relief Matching Gifts program matches contributions employees make to disaster relief efforts, apart from their regular charitable donations.

<sup>1</sup> Flex Credits are available if you reduce or opt out of coverage in eligible plans — dental, long-term disability, or company-paid life insurance.

<sup>2</sup> Vested benefits in excess of IRS limits may be payable from a non-qualified plan.

The information in this chart is a summary of the company's employee benefit plans and certain other programs maintained for company personnel. More information can be found in your summary plan descriptions, and full details are contained in the legal documents governing each plan. If there is any discrepancy or conflict between the plan documents and the information presented here, the plan documents will govern. The company reserves the right to change or discontinue the plans at any time or for any reason. Participation in these plans is not an offer or guarantee of employment or contract, or an employment contract.