

# 2011 Total Rewards

## Your Total Rewards At-a-Glance



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 Provisions Summary
Bonus	<b><u>Short-Term Incentive Compensation (STIC)</u></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.
	<b><u>Health and Wellness</u></b> - Immediately eligible	<u>Medical</u>	You have a choice of: <ul style="list-style-type: none"> <li>• Three Preferred Provider medical options (PPOs) with United Healthcare;</li> <li>• Three PPO medical options with Blue Cross and Blue Shield;</li> <li>• Two High-Deductible Health Plan options (HDHPs) with United Healthcare;</li> <li>• HMSA Hawaii if you work in Hawaii; and</li> <li>• Triple-S if you work in Puerto Rico.</li> </ul>
<u>Prescription Drugs</u>		All medical option participants (except residents of Hawaii who receive coverage through HMSA) receive prescription drug coverage through CVS Caremark, the Health Plan's prescription drug vendor. Coverage and cost are based on where you purchase the prescription drug, whether you enrolled in a PPO option or a HDHP option, and the category of the prescription drug (i.e., generic or brand).	
<u>Dental</u> Delta Dental Option 1 Delta Dental Option 2 Delta Dental Option 3		All options cover routine and major dentistry, subject to limits. The Delta Dental Plan Options 1 and 3 also include some orthodontia coverage. If you waive dental coverage, you are eligible for Flex Credits.*	
<u>Vision</u>		If you elect medical coverage, you may also enroll in vision coverage through Vision Service Plan (VSP).	
<b><u>Employee Assistance Program</u></b> - Immediately eligible	Counseling and Referral Services	Professional counselors are available 24 hours a day, 7 days a week to provide you and your family with assistance.	

\* Flex Credits are available if you reduce or opt out of coverage in eligible plans – dental, long-term disability, or company-paid life insurance.

	Benefit	Feature	Plan Provisions Summary
Spending Accounts	<b><u>Flexible Spending Accounts</u></b> - Immediately eligible	Health Care and Dependent Care Spending Accounts	You may contribute up to \$6,500 before tax annually to the Health Care Spending Account (HCFSA). Use your HCFSA to pay for eligible health care expenses not reimbursed by medical, dental or vision coverage incurred by you or by anyone you claim as a dependent on your federal income tax return.  You may contribute up to \$5,000 before tax annually to the Dependent Care Spending Account (DCFSA). Use your DCFSA to pay for the care of a dependent child under age 13, or a disabled parent or spouse, so that you can work.
	<b><u>Transportation Reimbursement Incentive Program (TRIP)</u></b> - Immediately eligible	Before-Tax and After-Tax Payroll Deductions	TRIP allows you to pay for qualified commuting costs through automatic, before-and/or after-tax paycheck deductions (subject to monthly limits). You can enjoy the convenience of transit passes mailed directly to your home and automatic payment of parking providers, where available.
Wealth Accumulation	<b><u>401(k) Plan</u></b> - Immediately eligible	Participant Contributions	Automatic enrollment for eligible employees at 3% before tax, unless you elect a different rate. May elect to have before or after-tax deferral rates increased annually by 1%.  Up to 75% of eligible compensation on a before-tax or Roth 401(k) basis, subject to IRS limits (up to \$16,500 in 2011; up to \$22,000 in 2011 if individual is age 50 or older as of 12/31/11).  Up to 20% of eligible compensation on an after-tax basis (up to \$25,000 per calendar year), subject to IRS limits.
		Company Match	The company will match dollar-for-dollar on first 3% of before-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.
	<b><u>AXA Shareplan</u></b> - Eligibility based on hire date and benefits eligibility	<u>Company's Global Stock Purchase Plan</u>	Purchase AXA stock on preferential terms through two investment alternatives. The first alternative permits the purchase of shares at a discounted price. The second alternative permits the purchase of 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><u>Retirement Plan</u></b> - Eligible after attaining age 21 and completing one year of service	Cash Balance Formula	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).	
	Vesting	100% vested after three full years of vesting service.	
	<b><u>The AXA Financial Stock Purchase Plan</u></b> - Immediately eligible	AXA Matching Contribution	Eligible employees will receive employer matching contributions equal to up to 10% of their contributions to the Plan, up to a maximum of \$2,500 per calendar year. Employer matching contributions will be used to purchase additional shares for the participant.
Financial Protection	<b><u>Disability Plans</u></b> - Immediately eligible	<u>Short-Term Disability</u>	Company-provided benefit – One week of 100% of eligible compensation for the first six weeks of approved disability and an additional week at 100% of weekly eligible compensation for every year of service in excess of six years, then 60% of weekly eligible compensation for each week beyond, for up to a total of 26 weeks.
		<u>Long-Term Disability</u>	You may elect 40% or 60% of your eligible compensation (maximum benefit is \$25,000 per month). Choice of (i) participant paying for coverage with after-tax dollars so LTD benefits paid, if any, are not subject to federal income tax or (ii) company paying for coverage so LTD benefits paid, if any, are subject to federal income tax. You are eligible to receive flex credits if you elect a 40% benefit or pay with after-tax dollars.

	Benefit	Feature	Plan Provisions Summary
Financial Protection	<b><u>Life Insurance Program</u></b> - Immediately eligible	<u>Basic Group Life Insurance</u>	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 (subject to minimum coverage of \$10,000), you are eligible for flex credits.
		<u>Optional Term Life Insurance</u>	Can purchase 1X-4X eligible compensation up to \$1,000,000.
		<u>Group Universal Life Insurance</u>	Can purchase 1X-8X eligible compensation up to \$2,000,000.
Additional Benefits	<b><u>Adoption Benefit Program</u></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><u>Access to Convenience Benefits</u></b> - Immediately eligible to apply	Marsh Voluntary Benefits offers various insurance benefits for employees to purchase	Access includes: <ul style="list-style-type: none"> <li>• Long-Term Care Insurance</li> <li>• Pet Insurance</li> <li>• Excess Liability Insurance</li> <li>• Identity Theft Insurance</li> <li>• Group Auto Insurance</li> <li>• Critical Illness Insurance</li> <li>• Group Homeowners Insurance</li> </ul> Participant premiums paid after tax through payroll deductions.
	<b><u>Educational Assistance Program</u></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><u>Personal Discounts</u></b> - Immediately eligible	Discounts through a number of nationwide retailers	Retailers include: <ul style="list-style-type: none"> <li>• American Airlines</li> <li>• Nextel</li> <li>• Verizon</li> <li>• The Company Store</li> </ul>
	<b><u>AXA Equitable Advantage</u></b> - Immediately eligible	Corporate Discount Program	AXA Equitable employees qualify for group rates and discounts not available to individual consumers.
	<b><u>Bright Horizons</u></b> - Immediately eligible	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.
	<b><u>Ayco Ability</u></b> - Immediately eligible	Survivor Support – Financial Counseling Services	The Ayco Company's Survivor Support – Financial Counseling service provides specific, personalized answers that you or your spouse may need to deal with financial issues after a loss of a loved one.
AXA Foundation	<b><u>Cultural Opportunities</u></b> - Immediately eligible	AXA Foundation supports cultural institutions in New York City, Jersey City, Syracuse and Charlotte – communities where there are large numbers of AXA Equitable employees	Special offers, including discounts, are available at institutions including: <ul style="list-style-type: none"> <li>• American Museum of Natural History</li> <li>• Museum of Modern Art</li> <li>• Big Apple Circus</li> <li>• Lincoln Center for the Performing Arts</li> <li>• Liberty Science Center</li> <li>• Discovery Place and more</li> </ul>
	<b><u>AXA Matching Gifts</u></b> - Eligible after six months of service	AXA Foundation funds are directed to organizations that employees support	Eligible donations of \$50 or more are matched, up to \$2,000 per year, per individual. Contributions may be divided among eligible organizations or given to a single organization.

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.

1290 Avenue of the Americas, New York, NY 10104, (212) 554-1234

G25973