



Associated Builders and Contractors of Alabama

Situs State: AL

Presented by: JH Berry Risk Services

Proposed Effective Date: October 1, 2024

Date of Proposal: July 25, 2024

Better Benefits Ahead

At Unum, we help millions of employees protect their families, their finances and their futures. Comprehensive coverages, superior technology and unparalleled support — delivered where and when it's needed most.

Benefits Proposed

- Basic Life / AD&D
- Supp / Voluntary Life
- Supp / Voluntary AD&D

Employer and Employee funding methods are available for the benefits above.

UNUM REPRESENTATIVE

Paxton Weatherly
Atlanta Sales Office



Unum has been a leader in group disability benefits in the U.S. for **more than 40 years**.¹



Unum serves **1 in 2 Fortune 100 companies**.²



Unum in the U.S. protects **38 million people** and their families.³



Unum pays out over **\$6 billion** in benefits each year.³

FINANCIALLY STRONG

AGENCY	RATING	
A.M. Best	A	Excellent
Fitch	A	Strong
Moody's	A2	Good
S&P	A	Strong

Ratings are given to the US Insuring Subsidiaries of Unum Group and are current as of June 4, 2024

¹Employee Benefit Plan Review, "Group Accident & Health Surveys 1976-1990" (1977-1991); Gen Re, "U.S. Group Disability Market Surveys 1991-2013" (1992-2014); LIMRA, "U.S. Group Disability Insurance 2014-2016 Annual Sales & Inforce" (2015-2017); LIMRA, 4Q 2017-2019 U.S. Workplace Disability Insurance Inforce (2018-2020); LIMRA, U.S. Workplace Disability Inforce Report 4Q 2020-2021 (2021-2022) Total Group Disability.

²Fortune, "Fortune 500 2021," (2021); Unum customer database, 2021.

³Unum internal data, 2023.

Life and AD&D

Class Number	Class Description
1	All Full-Time Employees

Plan Design

Life/AD&D Class Number	Flat \$25,000	Flat \$50,000
Active/Retiree	Active	Active
Hours per Week	30.0	30.0
Waiting Period	1st of Month Following 30 Days Active Employment	1st of Month Following 30 Days Active Employment
Basic Life Benefit	Included	Included
Basic Life Funding Method	100% Employer Paid	100% Employer Paid
Basic Life Benefit Amount	Flat \$25,000	Flat \$50,000
Basic Life Non-Med Maximum	\$25,000	\$50,000
Basic Life Age Reduction	45%@70; 30%@75; 20%@80; 15%@85	45%@70; 30%@75; 20%@80; 15%@85
Basic Life Waiver of Premium	Included	Included
Maximum Qualifying Age	60	60
Definition of Disability	TD Any Occ	TD Any Occ
Elimination Period	9 Months	9 Months
Duration	to age 65	to age 65
Basic Life Dependents	Not Included	Not Included
Voluntary Life Benefit	Included	Included
Voluntary Life Benefit Amount	Increments of \$10,000	Increments of \$10,000
Voluntary Life Maximum Benefit	< of 5X Times Earnings or \$500,000	< of 5X Times Earnings or \$500,000
Combined Basic + Voluntary Maximum	Not Applicable	Not Applicable
Voluntary Life Minimum Benefit	\$10,000	\$10,000
Voluntary Life Non-Med Maximum	\$100,000	\$100,000
Voluntary Life Age Reduction	45%@70; 30%@75; 20%@80; 15%@85	45%@70; 30%@75; 20%@80; 15%@85
Voluntary Life Waiver of Premium	Included	Included
Maximum Qualifying Age	60	60

Life and AD&D

Life/AD&D Class Number	Flat \$25,000	Flat \$50,000
Definition of Disability	TD Any Occ	TD Any Occ
Elimination Period	9 Months	9 Months
Duration	to age 65	to age 65
EE Annual Enrollment Period: EOI Rule	No EOI up to Non Med	No EOI up to Non Med
EE Change in Status: EOI Rule	No EOI up to Non Med	No EOI up to Non Med
Voluntary Life Dependents	Child & Spouse	Child & Spouse
Spouse Benefit Amount	Increments of \$5,000	Increments of \$5,000
Spouse Maximum Benefit	< \$100,000 or 50% EE Amount	< \$100,000 or 50% EE Amount
Spouse Minimum Benefit	\$5,000	\$5,000
Spouse Non-Med Maximum	\$25,000	\$25,000
Spouse Age Reduction	EE Age/EE Schedule	EE Age/EE Schedule
Spouse Annual Enrollment Period: EOI Rule	No EOI up to Non Med	No EOI up to Non Med
Spouse Change in Status: EOI Rule	No EOI up to Non Med	No EOI up to Non Med
Child Tiered Benefits	Yes	Yes
Live Birth - 14 Days	\$1,000	\$1,000
14 Days - 6 Months	\$1,000	\$1,000
6 Months +	Flat \$10,000	Flat \$10,000
Child Benefit Rounding	N/A	N/A
Dependent Life Waiver of Premium	Not Included	Not Included
Basic AD&D Benefit	Included	Included
Basic AD&D Funding Method	100% Employer Paid	100% Employer Paid
Basic AD&D Benefit Amount	Flat \$25,000	Flat \$50,000
Basic AD&D Age Reduction	45%@70; 30%@75; 20%@80; 15%@85	45%@70; 30%@75; 20%@80; 15%@85
Basic AD&D Waiver of Premium	Included	Included
Basic AD&D Dependents	Not Included	Not Included
Voluntary AD&D Benefit	Included	Included
Voluntary AD&D Benefit Amount	Increments of \$10,000	Increments of \$10,000

Life and AD&D

Life/AD&D Class Number	Flat \$25,000	Flat \$50,000
Voluntary AD&D Maximum Benefit	< of 5x Times Earnings or \$500,000	< of 5x Times Earnings or \$500,000
Combined Basic + Voluntary Maximum	Not Applicable	Not Applicable
Voluntary AD&D Minimum Benefit	\$10,000	\$10,000
Voluntary AD&D Age Reduction	45%@70; 30%@75; 20%@80; 15%@85	45%@70; 30%@75; 20%@80; 15%@85
Voluntary AD&D Waiver of Premium	Included	Included
Voluntary AD&D Dependents	Child & Spouse	Child & Spouse
Spouse Benefit Amount	Increments of \$5,000	Increments of \$5,000
Spouse Maximum Benefit	< \$100,000 or 50% EE Amount	< \$100,000 or 50% EE Amount
Spouse Minimum Benefit	\$5,000	\$5,000
Spouse Age Reduction	EE Age/EE Schedule	EE Age/EE Schedule
Child Tiered Benefit Amount	Yes	Yes
Live Birth - 14 Days	\$1,000	\$1,000
14 Days - 6 Months	\$1,000	\$1,000
6 Months +	Flat \$10,000	Flat \$10,000

Child/Student Age Limits

Child Age Limit (Years)	26
Student Age Limit (Years)	26
Financial Dependency Required	Yes

Life Optional Benefits

Accelerated Benefit	50% to \$750,000
Accelerated Benefit Life Expectancy	12 Months
Continuity of Coverage	Yes - PC WOP
Portability	Sickness & Injury Restriction - No Age Limit
Continuation Layoff	Unum Standard
Continuation Leave of Absence	Unum Standard

AD&D Optional Features

AD&D Salary Freeze	Included
Education Benefit	Included
Exposure and Disappearance Benefit	Included

Life and AD&D

AD&D Optional Features	
Paralysis	Included for Supplemental/Voluntary AD&D Only
Repatriation Benefit	Included
Seatbelt / Airbag Benefit	Included

Life and AD&D

Rates and Cost Information

The Definition of Annual Earnings included in the LIFE contract is the basis used for calculating LIFE benefits. It is very important for the employer to match the annual earnings definition to their payroll programs to ensure that employees receive adequate income protection in the event of a disability. Annual earnings usually exclude bonuses, overtime and commissions earned by an employee. If commissions are to be included in the definition, the amount is averaged over a specified time period, usually 12 or 24 months. We have assumed the definition found in the Underwriting data received by Unum is correct – but we will work with the policyholder during the implementation of the plan.

Rates assume the following:

Life and AD&D Rate Guarantee to.....October 1, 2027

Life and AD&D Premium Grace Period ...31 Days

Basic Life and AD&D

Minimum Participation100%

Basic Employee Life and AD&D – Flat \$25,000 Option

Description	Rate Per Volume	Lives	Volume	Quote Rate	Quote Monthly Premium
Basic Life - Flat \$25k	\$1,000	1,708	\$41,942,500	\$0.250	\$10,486
Basic AD&D - Flat \$25k	\$1,000	1,708	\$41,942,500	\$0.035	\$1,468

Basic Employee Life and AD&D – Flat \$50,000 Option

Description	Rate Per Volume	Lives	Volume	Quote Rate	Quote Monthly Premium
Basic Life - Flat \$50k	\$1,000	1,708	\$83,885,000	\$0.250	\$20,971.25
Basic AD&D - Flat \$50k	\$1,000	1,708	\$83,885,000	\$0.035	\$2,936

*****Rates and volumes are estimated based on ALL Eligible Lives*****

The Benefit Choice (either Flat \$25k or Flat \$50k) is required to be made at the Employer Level, not the Employee Level.



Life and AD&D

Supplemental/Voluntary Life and AD&D

Commissions.....Flat 15%

Minimum Participation20%

Supplemental Employee Life

Age	Rate Per	Quote Rate
< 25	\$1,000	\$0.100
25-29	\$1,000	\$0.100
30-34	\$1,000	\$0.110
35-39	\$1,000	\$0.140
40-44	\$1,000	\$0.230
45-49	\$1,000	\$0.360
50-54	\$1,000	\$0.590
55-59	\$1,000	\$0.890
60-64	\$1,000	\$1.060
65-69	\$1,000	\$1.670
70-74	\$1,000	\$3.750
75+	\$1,000	\$3.750

Supplemental Spouse Life

Age	Rate Per	Quote Rate
< 25	\$1,000	\$0.100
25-29	\$1,000	\$0.100
30-34	\$1,000	\$0.110
35-39	\$1,000	\$0.140
40-44	\$1,000	\$0.230
45-49	\$1,000	\$0.360
50-54	\$1,000	\$0.590
55-59	\$1,000	\$0.890
60-64	\$1,000	\$1.060
65-69	\$1,000	\$1.670
70-74	\$1,000	\$3.750
75+	\$1,000	\$3.750

Supplemental Child Life

Description	Rate Per	Quote Rate
Child Life	\$10,000	\$1.000

Supplemental Employee & Dependent AD&D

Description	Rate Per	Quote Rate
Employee AD&D	\$1,000	\$0.030



Life and AD&D

Spouse AD&D	\$1,000	\$0.030
Child AD&D	\$1,000	\$0.030

Life Coverage Highlights and Descriptions

Accelerated Death Benefit

Pays a portion of the insured employee's Life benefit in the event the insured employee becomes terminally ill, and the employee's life expectancy has been reduced. The employee's death benefit will be reduced by the Accelerated Life Benefit paid. See the Plan Grid for Benefit Amount and Life Expectancy details.

Age Reduction

Life/AD&D plans standardly include a provision that reduces the amount of coverage upon reaching a certain age (applies on the insured's birth date).

Note that increases are frozen after the first reduction, meaning insureds cannot select higher amounts of coverage to make up for the reduction (and salary increases will no longer apply when the benefit schedule is times salary). Coverage that is lost due to age reduction may be converted under the standard Conversion provision for Term Life.

Age Reduction Schedule: The Unum standard age reduction schedule of 65% at age 70 and 50% at age 75 has been actuarially cost-justified; Unum considers it to be ADEA compliant. Unum has not analyzed other schedules and cannot assert any others as compliant. Please note that the Age Discrimination Employment Act (ADEA) prohibits employers with 20 or more employees from discriminating against older employees on the basis of age in all terms, condition, and privileges of employment, including insurance benefits. The Equal Employment Opportunity Commission (EEOC) permits employers to rely upon an actuarial cost-justification provided by your insurance carrier to ensure that your plan's benefit reduction schedule satisfies the "equal cost" rule. Policyholders who purchase a product with a non-standard schedule do so at their own risk. **Please consult your legal resources to determine compliance if you have selected a non-standard schedule**

Continuation of Coverage During Layoff

Coverage will continue for employees who are on a temporary layoff through the end of the month that immediately follows the month in which the layoff begins.

Unum Standard

Employers may continue coverage for employees who are laid off for one full month beyond the month in which their coverage ends. The employer must:

- have agreed to the layoff in writing
- pay premiums for the period of time that coverage is continued, and
- not discriminate in who can continue coverage and who cannot.

Continuation of Coverage During Leave of Absence

Coverage will continue for employees who are on a temporary leave of absence through the end of the month that immediately follows the month in which the leave begins.

Unum Standard

Employers may continue coverage for employees who are on a leave of absence for one full month beyond the month in which their coverage ends. The employer must:

- have agreed to the leave of absence in writing
- pay premiums for the period of time that coverage is continued, and
- not discriminate in who can continue coverage and who cannot.

Life Coverage Highlights and Descriptions

Continuity of Coverage

Employers frequently move their group policies to different carriers. Unum's Group Life Continuity of Coverage provision provides coverage to individuals who were insured under the prior carrier's plan but are not actively at work on **our** plan effective date due to: sickness, injury or an approved layoff or leave of absence. Continuity of Coverage does not apply to employees who become covered under Unum's plan **after** the plan effective date or are not in an eligible group on our plan effective date.

Any losses that occur while coverage has been extended under the Continuity of Coverage provision will be paid based on the benefits that would have been payable under the prior plan. The payment will be reduced by any amount for which the prior carrier is liable.

Note: Many states have laws protecting employees from losing group coverage because they are not 'actively at work' when the employer changes carrier. These are commonly referred to as Discontinuance and Replacement (D&R) laws. Unum's Group Life Continuity of Coverage policies and procedures meet state requirements.

Conversion

Conversion is a standard provision in all Life contracts. Mandated by most states, conversion rights allow employees and their dependents the option to convert their current Life coverage (or a lesser amount) to an individual, level premium, whole life policy if their coverage ends. Coverage may be converted without evidence of insurability.

Coverage Termination

An employee's coverage under the plan will end on the earliest of:

- the date the plan is cancelled;
- the date the employee is no longer in an eligible group;
- the date the employee's eligible group is no longer covered;
- the last day of the period for which the employee made any required contributions; or
- the last day the employee is in active employment, unless continued due to a covered layoff or leave of absence or due to an injury or sickness, as described in the contract.

Delayed Effective Date for Employees

For employees who are absent from work on the date their coverage would normally begin (due to injury, sickness, layoff or leave of absence), coverage will begin on the date they return to active employment.

For eligible dependents that are totally disabled on the date their coverage would normally begin, coverage will begin on the date they are no longer totally disabled. This does not apply to a newborn child while dependent insurance is in effect.

Life Coverage Highlights and Descriptions

Delayed Effective Date for Dependents

For employees who are absent from work on the date their coverage would normally begin (due to injury, sickness, layoff or leave of absence), coverage will begin on the date they return to active employment.

Coverage will not begin for disabled dependents until they are no longer disabled. The employee can apply for dependent coverage during their initial eligibility period to avoid having to submit E of I later as a late enrollee. Coverage begins when we receive documentation of the dependent's recovery. If the disabled dependent dies before coverage becomes effective, Life benefits are not payable; Unum will reimburse the employee for Dependent Life premiums paid.

Totally disabled means that as a result of an injury, a sickness, or a disorder, your dependent spouse:

- Is confined in a hospital or similar institution;
- Is confined at home under the care of a physician for a sickness or injury; or
- has a life threatening condition. (Life threatening condition is a critical health condition that may result in your dependent's loss of life.)

Your dependent children:

- are confined in a hospital or similar institution;
- are confined at home under the care of a physician for a sickness or injury.

Evidence of Insurability Rules

Supp/Voluntary Life

An Employee may enroll in the plan at specified times. Evidence of Insurability (EOI) may be required based on the following guidelines:

Initial Enrollment with Unum

An Employee and Spouse (Including those not currently enrolled) may elect coverage according to the Annual Enrollment Period rules shown in the Plan Design Section.

Newly Hired Employees

An Employee and Spouse may elect the lesser of the Non-Med Maximum or times salary cap without EOI.

Late Entrants

Any elected amount requires EOI.

Annual Enrollment

Employees who are not currently enrolled: any elected amount requires EOI.

Currently Enrolled Employees: refer to *Annual Enrollment Period* in the Plan Design section for Evidence requirements.

Change in Status

Employees who are not currently enrolled: any elected amount requires EOI.

Currently Enrolled Employees: refer to *Change in Status* in the Plan Design section for Evidence requirements.

Child

Evidence is not required at any time for amounts below \$20K. Evidence is required for late entrants or for amounts over \$20k.

Life Coverage Exclusion

Supp/Vol Life

Life benefits will not be paid when death is caused by, contributed to by, or results from suicide that occurs within a specific period of time after the insured's effective date of coverage. That time period is outlined in the Plan Grid. This Life Coverage Exclusion also applies to any increased or additional insurance amounts, as well as contributory and medically underwritten amounts.

Life Coverage Highlights and Descriptions

Life Planning Financial & Legal Resources

This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost to them. This service is also extended to employees upon the death or terminal illness of their covered spouse. The financial consultants are master level consultants. They will help develop strategies needed to protect resources, preserve current lifestyles, and build future security. At no time will the consultants offer or sell any product or service.

Portability

Sick/Injury Restriction
Confinement Restriction
No Age Restriction

Portability allows certain employees to continue their Life coverage at group rates, if the employee terminates employment, is no longer in an eligible group, reduces hours or retires from the employer. Insureds must apply for Portability coverage within 31 days after the date their group coverage ends.

Dependents are eligible to port their coverage when the insured employee is eligible for portability or the employee dies while covered under the group plan. In the event of divorce, children may be covered under portability on either the employee or ex-spouse's coverage.

Restrictions

You are not eligible to port coverage for you, your Spouse, and your Children if at the time of a Portability Event:

- you, your Spouse, or your Children were not insured under your Employer's policy;
- your Child does not meet the definition of Children;
- you, your Spouse, or your Children have an Injury or Sickness that has a material effect on life expectancy; or
- you, your Spouse, or your Children are Confined in a Hospital or confined at home.

If we determine that you, your Spouse, or your Children were not eligible for Portability at the time portable coverage was applied for, the benefit will be adjusted to the amount of whole life coverage the premium would have purchased under the Conversion provision.

Portability coverage is subject to all provisions, limitations, restrictions and exclusions of the issued contract.

Premium Allocation

When designing and purchasing an insured employee benefit plan, we believe an employer should have maximum flexibility regarding how employer and employee premium contributions are allocated among the benefit coverages being purchased. When the employer's plan is subject to ERISA (the Employee Retirement Income Security Act of 1974) the employer must make these purchasing decisions in a careful and thoughtful manner. In developing our premium rates, we have recommended an allocation that could be different from how you allocate employer and employee contributions under your current plan. If there is a change, Unum can assist the employer in modifying policy language to reflect the different allocation. Please let us know if you would like more information about our rates or the proposed premium allocation for each option quoted.

Life Coverage Highlights and Descriptions

Waiver of Premium

Maximum Qualifying Age

The maximum qualifying age indicates by what age disability must occur in order for the insured to be eligible for waiver.

Elimination Period

The elimination period is the continuous period of disability that must be satisfied before an insured is eligible for waiver.

Definition of Disability

The insured is unable to perform the duties of any gainful occupation for which he/she is reasonably fitted by training, education or experience. Insured cannot be working in any occupation.

Duration

The duration is the age at which waiver will end.

AD&D Coverage Highlights and Descriptions:

AD&D Covered Losses and Benefits

The AD&D plan provides additional protection for insured employees in the event of an accidental bodily injury resulting in death or dismemberment.

Benefits resulting from the accidental death are paid to the named beneficiary. Benefits resulting from a dismembering injury are paid to the insured. The loss must occur within 365 days of the accident.

AD&D Standard Loss Schedule

Full Benefit Paid for Loss of:

- Life
- Both hands, or both feet, or sight of both eyes
- One hand & one foot
- One hand or foot & one eye
- Speech and hearing

Half Benefit Paid for loss of:

- One hand or one foot
- Sight of one eye
- Speech or hearing

Quarter Benefit Paid for Loss of:

- Thumb and index finger of the same hand

"Loss of a hand" means that all four fingers are cut off at or above the knuckles joining the fingers to the hand.

"Loss of a foot" means that all of the foot is cut off at or above the ankle joint.

"Loss of sight" means the eye is totally blind and that no sight can be restored in that eye.

"Loss of hearing" means irrecoverable loss of hearing in both ears.

"Loss of thumb and index finger of the same hand" means cut off at or above the joint closest to the wrist.

"Loss of speech" means the total and irrecoverable loss of speech.

Age Reduction

Life/AD&D plans standardly include a provision that reduces the amount of coverage upon reaching a certain age (applies on the insured's birth date).

Note that increases are frozen after the first reduction, meaning insureds cannot select higher amounts of coverage to make up for the reduction (and salary increases will no longer apply when the benefit schedule is times salary). Coverage that is lost due to age reduction may be converted under the standard Conversion provision for Term Life.

Education Benefit

The Education Benefit provides up to \$24,000 (6% to \$6,000/year) for the financial support of surviving, unmarried children under age 25 of an insured employee who dies as a result of accidental bodily injury within 365 days of the accident and who are enrolled in an accredited post-secondary institution of higher learning. Note: This benefit is not available in NY or IL.

Up to 4 benefit payments will be paid to the authorized representative of each qualified child who is enrolled full-time in an accredited post-secondary institution beyond 12th grade, or currently at 12th grade level, but who enrolls full-time in an accredited post-secondary institution beyond 12th grade within 365 days of the death of the insured.

The maximum benefit period is 6 years from the date the first benefit has been made.

AD&D Coverage Highlights and Descriptions:

Exposure and Disappearance Benefit

The Exposure Benefit provides coverage if the insured (employee or dependent) is injured and unavoidably exposed to the elements and as a result of the exposure, suffers a covered loss. The benefit is paid according to the standard loss schedule.

The Disappearance Benefit presumes the insured to suffer loss of life due to an accident if he/she is:

- riding in a common carrier that is involved in accident; and
- the common carrier is wrecked, sinks, is stranded, or disappears; and
- the insured's body is not found within 1 year.

The full benefit is paid for loss of life.

Paralysis Benefit

If the insured employee or insured dependent is paralyzed within 365 days of a covered accident, the following will be paid:

Full Benefit: Quadriplegia

Three Quarter Benefit: Triplegia and Paraplegia

Half Benefit: Hemiplegia

One Quarter Benefit: Uniplegia

Paralysis benefits paid reduce the AD&D Benefit

Repatriation Benefit

The Repatriation Benefit provides an additional benefit of up to \$5,000 to pay for the preparation and transportation of the deceased to a chosen mortuary, when death is the result of an accident which occurs more than 100 miles from the insured's primary residence. Repatriation benefits are paid following payment of the AD&D benefit. The benefit specialist handles repatriation requests.

Seat Belt / Airbag Benefit

The Seatbelt Benefit provides an additional 10% to \$25,000 if an insured dies in a car accident while wearing a seatbelt that was properly fastened. If it's unclear if the insured was wearing a seatbelt, we'll pay \$1,000.

The Airbag Benefit provides an extra 5% to \$5,000 if the beneficiary was protected by an air bag in addition to the seat belt (total combined Seatbelt/Airbag Benefit of up to \$30,000). The deceased must have been protected by the airbag for the benefit to be payable. For example, if an insured were a passenger in a car that had a driver's side airbag only, the benefit would not be paid. The benefit will not be paid if the airbag is disengaged.

Waiver of Premium

When purchased, AD&D premium is automatically waived when Life Waiver of Premium is approved.

AD&D Core Exclusions

AD&D benefits are not paid for losses caused by, contributed to by, or resulting from:

- disease of the body; diagnostic, medical, or surgical treatment or mental disorder as set forth in the latest edition of the diagnostic and statistical manual of mental disorders;
- suicide, self-destruction while sane, intentionally self-inflicted injury while sane, or self-inflicted injury while insane or sane;
- war, declared or undeclared, or any act of war;
- active participation in a riot;
- committing or attempting to commit a crime under state or federal law;
- use of prescription or non-prescription drug, poison, fume, or other chemical substance unless used according to the prescription or direction of the insured's doctor. (This exclusion does not apply to the insured if the chemical substance is ethanol.); and/or
- being intoxicated.

AD&D Coverage Highlights and Descriptions:

AD&D Portability

Portability allows certain employees to continue their AD&D coverage at group rates, if the employee terminates employment, is no longer in an eligible group, reduces hours or retires from the employer. Insureds must apply for Portability coverage within 31 days after the date their group coverage ends. Life Insurance must be ported to also port AD&D.

Portability coverage is subject to all provisions, limitations, restrictions and exclusions of the issued contract.

General Coverage Highlights and Descriptions

About this Proposal

This proposal is under no circumstances a contract for the insurance coverage described within. It is common for contract language to vary by provider. If this proposal is accepted, a contract detailing the terms of coverage will be issued with the intention to match in force provisions using Unum's standard filed and approved contract language. This proposal is based on the underwriting data received by Unum. Final Premium rates, plan design and rate guarantees may change if:

- The terms of the proposal change;
- There is a change in the factors bearing on risk;
- Underwriting data provided to us was incorrect; or
- There is a change in the law or regulation affecting the insurance coverage.

The quote assumes coverage of employees who are in active employment in the United States with the employer. Please contact your Unum representative to request a quote for coverage of any employees who do not fit this category.

Claim & Leave InSight (CLI)

Claim & Leave InSight (CLI) is Unum's internal claim and leave reporting and analysis system. By combining the world's largest private disability database with powerful, Internet-based technology and statistical analysis, employers are able to measure, monitor and manage their lost time and benefit costs. Claim & Leave InSight:

- Is easily accessible via the iServices interface – only one logon is necessary
- Has a customizable dashboard for searching integrated claim and leave data, running reports, and tracking employee absence by date or location
- Contains more than 20 standard reports with real-time updates for some reports
- Allows the employer to manage the security of sensitive information by designating who has access and what level of access each user has to claim and leave data

Claim & Leave InSight is available to customers of Leave Management Services, Classic Group STD, Classic Group LTD and Classic Group Life Insurance at no additional cost; CLI is not available on Benefit Advantage. The standard case size is 100+ lives (CLI is available down to 2+ lives but reports are not meaningful below 100 lives).

General Coverage Highlights and Descriptions

In Closing

Thank you for the opportunity to provide your company with insurance protection. We are pleased to offer this proposal to you.

For decades, Unum has been the leading provider of group disability benefits in the U.S., providing crucial income when people can't work because of injury or illness. Unum is also a leading provider of voluntary benefits in the country, offering a variety of valuable, affordable benefits that help protect the financial foundations of millions of U.S. workers.

But our products and services are about more than just financial protection. We help businesses support a healthy, engaged workforce and find smart ways to attract and retain valuable employees. We help individuals protect their ability to earn a living and support them in their safe return to work.

With Unum at work, everyone benefits.

Important Information Concerning the Sale of these Benefits

State laws require that insurance brokers be licensed and appointed with the applicable Unum Insurance subsidiary before engaging in the solicitation or sale of these benefits. Note that Unum cannot accept this business if the broker is not properly licensed and appointed before soliciting this proposal.

Unum is prepared to help ensure compliance with these state regulations. Brokers who need to check their Unum appointment status should call the Broker Compensation Service Center at 800-633-7491 opt. 2.

Life Planning is provided by Ceridian Incorporated. The services are subject to availability and may be withdrawn by Unum without prior notice.

This information is not intended to be a complete description of the insurance coverage available. The policy or its provisions may vary or be unavailable in some states. For complete details of coverage and availability, please refer to Policy Form C.FP-2 or contact your Unum representative.

Unum is a registered trademark and marketing brand of Unum Group and its insuring subsidiaries

Underwritten by:

Unum Life Insurance Company of America
 Portland, Maine 04122
 © 2009 Unum Group. All rights reserved.

Notice Regarding Broker Compensation

Your insurance or benefits advisor can offer you advice and guidance as you select the policy and provider most appropriate for your needs. At Unum we recognize the important role these professionals play in the sale of our products and services and offer them a variety of compensation programs. Your advisor can provide you with information about these programs as well as those available from other providers. We support disclosure of broker compensation so that customers can make an informed buying decision.

Brokers may be eligible to receive Base Commissions and Supplemental Commissions from Unum.

Unless you have agreed in writing to compensate the broker differently, Unum provides Base Commissions to all brokers in connection with the sale of an insurance policy. Base Commissions are a fixed percentage of the policy premium, and include a one time, first year flat amount for each policy sold. Base Commissions are paid by Unum to your broker as long as they remain the broker of record on your policy.

A broker may also qualify for Supplemental Commissions paid by Unum. For group insurance products, Supplemental Commissions may be paid in an amount equal to a fixed percentage of total group insurance premiums. The Supplemental Commission percentage may range from 0% to 5% of total premiums paid. The exact

General Coverage Highlights and Descriptions

Supplemental Commission percentage payable to any broker is based upon the total dollar amount of all eligible insurance premiums or number of group policies that the broker had in force with Unum in the prior calendar year. Supplemental Commissions may be calculated differently for other insurance products. The premium you pay is not impacted whether or not your broker receives Supplemental Commissions.

If you would like additional information about the range of compensation programs our company offers for your group insurance policy or any other Unum insurance product, you can find more details at www.unum.com. Should you have other questions not addressed by the website, including the Supplemental Commission percentage applicable to your broker, or if you want to speak to us directly about broker compensation, please call 1-800-633-7491