



## REVHEALTH LLC

Situs state: New Jersey

Presented by: JAMES R NELLIGAN & ASSOCIATES

Expires: August 10, 2023

## 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



Group Long Term Disability



Group Term Life and AD&D



Group Voluntary Term Life and AD&D

*Proposed rates may assume sale of at least one other line of coverage.*

Ask your UNUM representative about the additional benefits we offer:



Dental



Vision



Short Term Disability



Critical Illness



Accident



Hospital

*Employer and employee funding methods available for the benefits above.*

### UNUM REPRESENTATIVE

Samuel Suhaka



Unum has been a **leading provider** of group disability benefits in the U.S. for 44 years.<sup>1</sup>



We serve **57% of Fortune 100 companies** or their subsidiaries and affiliates.<sup>2</sup>



Unum paid out **\$7.6 billion in benefits** in 2020.<sup>3</sup>



Unum **protects over 30 million** people and their families.<sup>3</sup>

### FINANCIALLY STRONG

AGENCY	RATING
A.M. Best	<b>A</b> Excellent
Fitch	<b>A-</b> Strong
Moody's	<b>A3</b> Good
S&P	<b>A</b> Strong

Ratings are given to the U.S. insuring subsidiaries of Unum Group and are current as of March 1, 2021.



## GROUP LONG TERM DISABILITY INSURANCE

Coverage Effective Date: January 1, 2024 Rate Guarantee: 2 Years

Lives	Rate per \$100 of Monthly Covered Payroll	Covered Monthly Payroll	Monthly Premium	Annual Premium
243	\$0.18	\$2,268,804.17	\$4,083.85	\$49,006.20

### PLAN 1 of 2 Long Term Disability

Contributions .....

Minimum Participation Requirement .....

Minimum Hours for Eligibility .....

Elimination Period .....

Maximum Duration of Benefits .....

Definition of Disability .....

Monthly Benefit % .....

Maximum Monthly Benefit .....

Guaranteed Issue .....

Accumulation Period .....

Work Incentive Benefit .....

Earnings Offset Method .....

Integration with other Disability Benefits .....

Minimum Monthly Benefit .....

Mental Illness Limitation .....

Pre-Existing Condition .....

Rehabilitation Services .....

Survivor Benefit .....

Worksite Modification .....

Employee Assistance Program .....

### PROVISIONS QUOTED Full-time Employees

Employer pays 100% .....

100% .....

30 hours per week .....

90 days .....

SS ADEA (social security normal retirement age) .....

2 year own occupation with residual .....

60% .....

\$7,500 .....

\$7,500 .....

30 days .....

12 months .....

Proportionate loss .....

Primary & Family .....

Greater of \$100 or 10% of gross disability payment .....

24 months .....

3/12 exclusion .....

Participation is voluntary .....

3 times gross monthly benefit .....

Greater of \$1,000 or 2 times monthly disability benefit .....

Included .....



PLAN 1 of 2  
Long Term Disability  
*continued*

Travel Assistance .....

PROVISIONS QUOTED  
Full-time Employees

Included .....

#### THE UNUM DIFFERENCE

**SERVICES FOR EMPLOYEES IN TIME OF NEED:** Included at no extra cost, an Employee Assistance Program that offers access to advice and resources for everyday issues as well as more serious ones and Emergency Travel Assistance that can help when the unexpected occurs 100 miles or more from home.

**VOLUNTARY REHABILITATION AND RETURN-TO-WORK ASSISTANCE:** After a disability, most people want to get back to work. We will provide an additional 10% in disability benefits (to a maximum amount per month) if your employee is eligible and participating in the rehabilitation and return-to-work program.

## PLAN INFORMATION

#### Definition of Earnings:

When calculating benefits and cost, an employee's "monthly earnings" are assumed to be what was provided on the census when the quote was requested.

Note: If Partnership, Schedule K-1 will be used in determining "monthly earnings" for partners. It will not include income from sources other than the employer.

#### Definition of Disability:

Unless the policy specifies otherwise, as part of the claim evaluation process, an employee's occupation will be evaluated based on how it is normally performed in the national economy not how work is performed for a specific employer, at a specific location, or in a specific region.

#### Two Year Own Occupation with Residual

The employee is disabled when Unum determines that:

- the employee is limited from performing the material and substantial duties of his or her regular occupation due to his or her sickness or injury; and
- the employee has a 20% or more loss in his or her indexed monthly earnings due to the same sickness or injury.

After 24 months of payments, the employee is disabled when Unum determines that due to the same sickness or injury, he or she is unable to perform the duties of any gainful occupation for which he or she is reasonably fitted by education, training or experience. The employee must be under the regular care of a physician in order to be considered disabled. The loss of a professional or occupational license or certification does not, in itself, constitute disability.

#### Coverage Exclusions & Limitations:

- Mental Illness Limitations
- Pre-Existing Condition\*
- Intentionally self-inflicted injuries
- Active participation in a riot
- Loss of Professional License, Occupational License or Certification
- Commission of a felony for which the employee has been convicted
- War, declared or undeclared, or any act of war
- Incarceration

#### \*A 3/12 "Pre-Existing Condition" means the insured employee:

- received medical treatment, consultation, care or services including diagnostic measures, or took prescribed drugs or medicines in the 3 months just prior to his/her effective date of coverage; and
- the disability begins in the first 12 months after the employee's effective date of coverage.



## PLAN INFORMATION

**Broker Commissions:**

Rates reflect standard commissions.



## GROUP LONG TERM DISABILITY INSURANCE

Coverage Effective Date: January 1, 2024 Rate Guarantee: 2 Years

Lives	Rate per \$100 of Monthly Covered Payroll	Covered Monthly Payroll	Monthly Premium	Annual Premium
243	\$0.195	\$2,268,804.17	\$4,424.17	\$53,090.04

### PLAN 2 of 2 Long Term Disability

Contributions .....

Minimum Participation Requirement .....

Minimum Hours for Eligibility .....

Elimination Period .....

Maximum Duration of Benefits .....

Definition of Disability .....

Monthly Benefit % .....

Maximum Monthly Benefit .....

Guaranteed Issue .....

Accumulation Period .....

Work Incentive Benefit .....

Earnings Offset Method .....

Integration with other Disability Benefits .....

Minimum Monthly Benefit .....

Mental Illness Limitation .....

Pre-Existing Condition .....

Rehabilitation Services .....

Survivor Benefit .....

Worksite Modification .....

Employee Assistance Program .....

### PROVISIONS QUOTED Full-time Employees

Employer pays 100% .....

100% .....

30 hours per week .....

90 days .....

SS ADEA (social security normal retirement age) .....

2 year own occupation with residual .....

60% .....

\$7,500 .....

\$7,500 .....

30 days .....

12 months .....

Proportionate loss .....

Primary & Family .....

Greater of \$100 or 10% of gross disability payment .....

24 months .....

3/12 exclusion .....

Participation is voluntary .....

3 times gross monthly benefit .....

Greater of \$1,000 or 2 times monthly disability benefit .....

Included .....



PLAN 2 of 2  
Long Term Disability  
*continued*

Travel Assistance .....

Cost of Living Adjustment .....

PROVISIONS QUOTED  
Full-time Employees

Included .....

The lesser of 3% or ½ the annual percentage increase in the CPI for the prior calendar year.  
Adjustments begin after 5 years .....

**THE UNUM  
DIFFERENCE**

**SERVICES FOR EMPLOYEES IN TIME OF NEED:** Included at no extra cost, an Employee Assistance Program that offers access to advice and resources for everyday issues as well as more serious ones and Emergency Travel Assistance that can help when the unexpected occurs 100 miles or more from home.

**VOLUNTARY REHABILITATION AND RETURN-TO-WORK ASSISTANCE:** After a disability, most people want to get back to work. We will provide an additional 10% in disability benefits (to a maximum amount per month) if your employee is eligible and participating in the rehabilitation and return-to-work program.

## PLAN INFORMATION

**Definition of Earnings:**

When calculating benefits and cost, an employee's "monthly earnings" are assumed to be what was provided on the census when the quote was requested.

Note: If Partnership, Schedule K-1 will be used in determining "monthly earnings" for partners. It will not include income from sources other than the employer.

**Definition of Disability:**

Unless the policy specifies otherwise, as part of the claim evaluation process, an employee's occupation will be evaluated based on how it is normally performed in the national economy not how work is performed for a specific employer, at a specific location, or in a specific region.

**Two Year Own Occupation with Residual**

The employee is disabled when Unum determines that:

- the employee is limited from performing the material and substantial duties of his or her regular occupation due to his or her sickness or injury; and
- the employee has a 20% or more loss in his or her indexed monthly earnings due to the same sickness or injury.

After 24 months of payments, the employee is disabled when Unum determines that due to the same sickness or injury, he or she is unable to perform the duties of any gainful occupation for which he or she is reasonably fitted by education, training or experience. The employee must be under the regular care of a physician in order to be considered disabled. The loss of a professional or occupational license or certification does not, in itself, constitute disability.

**Coverage Exclusions & Limitations:**

- Mental Illness Limitations
- Pre-Existing Condition\*
- Intentionally self-inflicted injuries
- Active participation in a riot
- Loss of Professional License, Occupational License or Certification
- Commission of a felony for which the employee has been convicted
- War, declared or undeclared, or any act of war
- Incarceration



## PLAN INFORMATION

**\*A 3/12 "Pre-Existing Condition" means the insured employee:**

- received medical treatment, consultation, care or services including diagnostic measures, or took prescribed drugs or medicines in the 3 months just prior to his/her effective date of coverage; and
- the disability begins in the first 12 months after the employee's effective date of coverage.

**Broker Commissions:**

Rates reflect standard commissions.



## GROUP TERM LIFE AND AD&D INSURANCE

Coverage Effective Date: January 1, 2024 Rate Guarantee: 2 Years

Product	Lives	Rate	Volume	Monthly Premium	Annual Premium
Life	243	\$0.070 per \$1,000	\$24,040,000	\$1,682.80	\$20,193.60
AD&D	243	\$0.015 per \$1,000	\$24,040,000	\$360.60	\$4,327.20

### Life

Contributions .....

Minimum Hours for Eligibility .....

Maximum Benefit Amount .....

Initial Guaranteed Issue Amount .....

Waiver of Premium Qualifying Ages ....

Premium Waiver Benefit Maximum ....

Waiver of Premium Elimination Period .....

Age Reduction Schedule

First Reduction .....

Second Reduction .....

Accelerated Benefit .....

Portability .....

Conversion .....

### PROVISIONS QUOTED Full-time Employees

Employer pays 100% .....

30 hours per week .....

\$100,000 .....

\$100,000 .....

Less than age 60 .....

To age 65 .....

9 months .....

65% at age 65 .....

50% at age 70 .....

100% of coverage amount, up to \$250,000 .....

Included .....

Included .....

### AD&D

Maximum Benefit Amount .....

Age Reduction Schedule .....

### PROVISIONS QUOTED Full-time Employees

\$100,000 .....

Matches employee life age reduction schedule .....




**AD&D**  
*continued*

Seat Belt/Airbag .....

Repatriation Benefit .....

Exposure and Disappearance Benefit .....

**PROVISIONS QUOTED**  
**Full-time Employees**

Employee only:  
 Seat belt – 10% up to \$25,000  
 Airbag – 5% up to \$5,000 .....

Employee only: \$5,000 .....

Full amount .....

**THE UNUM  
DIFFERENCE**

**PORTABILITY:** When employees leave their job, they may be able to keep their Group Term Life coverage and pay for it at group rates, whether they're changing employers, retiring or just working reduced hours.

**LIFE INSURANCE WAIVER OF PREMIUM:** Waiver of Premium lets employees keep their Life Insurance coverage without paying premiums if they ever become totally disabled (as defined in the policy) and are unable to work.

**ACCELERATED BENEFITS:** When an employee faces a terminal illness and has less than 12 months to live, this standard feature lets them use a portion of their Life Insurance benefit now.

## PLAN INFORMATION

**Definition of Earnings:**

When calculating benefits and cost, an employee's "annual earnings" are assumed to be what was provided on the census when the quote was requested.

Note: If Partnership, Schedule K-1 will be used in determining "annual earnings" for partners. It will not include income from sources other than the employer.

**Delayed Effective Date:**

Insurance coverage will be delayed if the employee is not in active employment because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective.

**Portability:**

Allows an insured employee to elect portable coverage, at group rates, if the employee terminates employment, reduces hours or retires from the employer. Employees are not eligible for portable coverage if they have an injury or sickness, under the terms of this plan that has a material effect on life expectancy.

**Life Insurance Conversion Privilege:**

When an insured employee's group coverage ends, employees may convert their coverage to individual life policies without providing evidence of insurability.

**Accelerated Benefit Payments:**

Accelerated benefit payments will reduce the amount the policy pays upon the recipient's death, may adversely affect the recipient's eligibility for Medicaid or other government benefits or entitlements, and may be taxable. Recipients should consult their tax attorney or advisor before utilizing accelerated benefit payments.

## PLAN INFORMATION

### 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. The loss must occur within 365 days of the accident.

For the Loss of: Life; or both hands or both feet or sight of both eyes; or one hand and one foot; or one hand or one foot and the sight of one eye; or speech and hearing; the benefit will be the full amount.

For the Loss of: One hand or one foot; or speech or hearing; or sight of one eye; the benefit will be one half the full amount.

For the Loss of: Thumb and index finger of the same hand, the benefit will be one quarter the full amount.

Additional Options: Quadriplegia, the benefit will be the full amount; Triplegia or Paraplegia, the benefit will be three quarters the full amount; Hemiplegia, the benefit will be one half the full amount; Uniplegia, the benefit will be one quarter the full amount.

No more than the full amount will be paid for all losses resulting from the same accident.

### AD&D Education Benefit:

Offers an additional lump sum benefit, to each qualified child of a deceased insured employee (provided death occurs within 365 days of the accidental bodily injury), equal to the lesser of: 6% of the employee's AD&D benefit amount; or \$6,000. In order to qualify, a child must continue to be enrolled full-time in an accredited post-secondary institution of higher learning beyond the 12<sup>th</sup> grade level. If still at the 12<sup>th</sup> grade level, then the child must enroll in such an institution within 365 days of the employee's date of death. *Maximum Benefit Payments: 4 per lifetime, Maximum Benefit Amount: \$24,000, Maximum Benefit Period: 6 years from the date of the first benefit payment*

### AD&D Repatriation Benefit:

Offers an additional accidental death benefit of up to \$5,000 for preparation and transportation of a deceased insured employee, provided death occurs at least 100 miles from the employee's principal residence.

### AD&D Seat Belt and Airbag Benefit:

Offers an additional accidental death benefit if an insured employee dies while properly wearing a seat belt, and an additional accidental death benefit if the employee was protected by an airbag. *Benefit Amount:* Seat belt: 10% of the Full Amount of the insured employee's accidental death and dismemberment insurance benefit. Airbag: 5% of the Full Amount of the insured employee's accidental death and dismemberment insurance benefit. *Maximum Benefit:* Seat belt: \$25,000 Airbag: \$5,000.

### AD&D Exposure and Disappearance Benefit:

Offers a benefit if the insured employee sustains an accidental bodily injury and is unavoidably exposed to the elements and suffers a loss. Unum will presume the insured employee suffered loss of life due to an accident if: they are riding in a common public passenger carrier that is involved in an accident covered under the contract; and as a result of the accident, the common public passenger carrier is wrecked, sinks, is stranded, or disappears; and the insured employee's body is not found within one year of the accident.

### AD&D Coma Benefit:

Offers a monthly benefit to the insured employee's beneficiary if the insured employee sustains an accidental bodily injury, which directly results in the insured employee being in a coma or a (persistent) vegetative state. The coma must begin within 31 days of the accident. *Monthly Benefit Amount:* 1% of the Full Amount of the insured employee's accidental death and dismemberment insurance benefit. *Maximum Number of Months:* 100 months

No benefits are payable for the first 31 days that the insured employee is in a coma. Unum will use the Rancho Los Amigos Levels of Cognitive Functioning scale to evaluate the coma.

### Retained Asset Account:

For Life and AD&D claims that are \$10,000 or greater, a Retained Asset Account will be made available to the designated beneficiary. Claim payment is satisfied by establishment of the Unum Retained Asset Account. The funds are retained in Unum's general account and Unum pays a rate of interest on the funds in the retained asset account regardless of the investment performance of Unum's general account. The beneficiary can request a lump sum check instead of the retained asset account or they can access all or part of the funds in the retained asset account by writing a single or multiple drafts. While the funds are not FDIC insured, they are guaranteed by State Guaranty Associations.



## PLAN INFORMATION

### Coverage Exclusions & Limitations

#### Life Insurance:

24 month suicide exclusion (applies to employee paid amounts and medically underwritten amounts)

#### AD&D Insurance:

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

- Suicide, self-destruction while sane, intentionally self-inflicted injury while sane, or self-inflicted injury while sane, or self-inflicted injury while insane
- Active participation in a riot
- Attempt to commit or commission of a crime
- War, declared or undeclared, or any act of war
- Use of any prescription or non-prescription drug, poison, fume or other chemical substance unless used according to the prescription or direction of the employee's physician. This exclusion does not apply if the chemical substance is ethanol.
- Disease of the body, or diagnostic, medical or surgical treatment, or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders
- Being intoxicated
- Travel or flight in any vehicle or device for aerial navigation, including boarding or alighting from it while:
  - it is being used for test or experimental purposes;
  - the employee is operating, learning to operate or serving as a member of the crew;
  - it is being operated by or for or under the direction of any military authority.

This exclusion does not apply to:

- any transport type of aircraft operated by the Air Mobility Command of the United States;
- or similar air transport service of any country
- Travel or flight in any aircraft or device for aerial navigation, including boarding or alighting from, owned or leased by or on behalf of the Employer
- Service or full-time active duty in the Armed Forces of any country or international authority

#### Broker Commissions:

Rates reflect standard commissions.



## GROUP VOLUNTARY TERM LIFE AND AD&D INSURANCE

Coverage Effective Date: January 1, 2024 Rate Guarantee: 3 Years

Age Band	Employee Life Monthly Rates per \$1,000	Spouse Life Monthly Rates per \$1,000	Child Life Monthly Rate per \$1,000
15-24	\$0.060	\$0.060	\$0.176*
25-29	\$0.060	\$0.060	
30-34	\$0.080	\$0.080	
35-39	\$0.090	\$0.090	
40-44	\$0.113	\$0.113	
45-49	\$0.177	\$0.177	
50-54	\$0.310	\$0.310	
55-59	\$0.479	\$0.479	
60-64	\$0.735	\$0.735	
65-69	\$1.823	\$1.823	
70-74	\$3.242	\$3.242	
75+	\$3.242	\$3.242	

*\*Note: The premium paid for child coverage is based on the cost of coverage for one child, regardless of how many children you have. Children are eligible up to age 26 or 26 if a full-time student.*

Employee AD&D Monthly Rate per \$1,000	Spouse AD&D Monthly Rate per \$1,000	Child AD&D Monthly Rate per \$1,000
\$0.025	\$0.030	\$0.070

Employees Eligible for Coverage	Minimum Participation Requirement
243	<p>In order for the case to be issued, the greater of 10* employees or 20% of the eligible employees must participate in the plan</p> <p><i>*Availability down to 5 enrolled lives may be subject to case packaging criteria and other program requirements. Please speak with your UNUM representative for more information.</i></p>

### Life

Contributions .....

Minimum Hours for Eligibility .....

### PROVISIONS QUOTED

#### Full-time Employees

Employee pays 100% .....

30 hours per week .....

**Life**  
*continued*

Maximum Benefit Amount .....

Initial Guaranteed Issue Amount .....

Benefit Increment .....

Waiver of Premium Qualifying Ages ....

Waiver of Premium Elimination Period

Age Reduction Schedule

First Reduction .....

Second Reduction .....

Third Reduction .....

Fourth Reduction .....

Accelerated Benefit .....

Portability .....

Conversion .....

**PROVISIONS QUOTED**  
**Full-time Employees**

5 X annual earnings to a maximum of \$500,000 as applied for by the employee and approved by Unum .....

\$150,000, if this Group Voluntary Term Life plan is sold with a qualifying Unum product(s)  
\$100,000, if this Group Voluntary Term Life plan is not sold with a qualifying Unum product(s)

Amounts in \$10,000 benefit units .....

Less than age 60 .....

9 months .....

65% at age 65 .....

40% at age 70 .....

25% at age 75 .....

15% at age 80 .....

100% of coverage amount, up to \$250,000 .....

Included .....

Included .....

**Life**  
**Spouse Coverage\***

Maximum Spouse Benefit Amount .....

Initial Spouse Guaranteed Issue Amount

Minimum Spouse Benefit Amount .....

Spouse Benefit Increment .....

Spouse Age Reduction Schedule .....

**PROVISIONS QUOTED**  
**Full-time Employees**

The lesser of 100% of the Employee Life amount or \$250,000 as applied for by the employee and approved by Unum .....

\$25,000 .....

\$5,000 .....

Amounts in \$5,000 benefit units .....

Coverage reduces by the same percentage and at the same time as the employee .....

*\*Spouse coverage will be delayed if that dependent is **totally disabled** on the date that insurance would otherwise be effective.*

*\*The amount of Life Insurance for a dependent will not be more than 100% of the employee Life amount. The employee must be covered for Life in order to insure dependents for Life.*

**Life**  
**Child Coverage\***

Maximum Child Benefit Amount .....

**PROVISIONS QUOTED**  
**Full-time Employees**

The lesser of 100% of the Employee Life amount or \$10,000 as applied for by the employee and approved by Unum .....


**Life  
Child Coverage\***  
*continued*

Child Benefit Increment .....	
Child Benefit Live Birth to 14 Days .....	
Child Benefit 14 Days to 6 Months Old .....	
Child Age Limit .....	

**PROVISIONS QUOTED  
Full-time Employees**

Amounts in \$2,000 benefit units .....	
\$1,000 .....	
\$1,000 .....	
Children are eligible up to age 26 or 26 if a full-time student .....	

*\*Child coverage will be delayed if that child is **totally disabled** on the date that insurance would otherwise be effective.*

*\*The amount of Life Insurance for a dependent will not be more than 100% of the employee Life amount. The employee must be covered for Life in order to insure dependents for Life.*

**AD&D**

Maximum Benefit Amount .....	
Benefit Increment .....	
Age Reduction Schedule .....	
Seat Belt/Airbag .....	
Repatriation Benefit .....	
Exposure and Disappearance Benefit .....	

**PROVISIONS QUOTED  
Full-time Employees**

5 X annual earnings to a maximum of \$500,000 as applied for by the employee and approved by Unum .....	
Amounts in \$10,000 benefit units .....	
Matches employee Life Age Reduction Schedule .....	
Employee and dependents: Seat belt – 10% up to \$25,000 Airbag – 5% up to \$5,000 .....	
Employee and dependents: \$5,000 .....	
Full amount .....	

**AD&D  
Spouse Coverage\***

Maximum Spouse Benefit Amount .....	
Spouse Benefit Increment .....	
Spouse Age Reduction Schedule .....	

**PROVISIONS QUOTED  
Full-time Employees**

The lesser of 100% of the Employee AD&D amount or \$250,000 as applied for by the employee and approved by Unum .....	
Amounts in \$5,000 benefit units .....	
Coverage reduces by the same percentage and at the same time as the employee .....	

*\*Spouse coverage will be delayed if that dependent is **totally disabled** on the date that insurance would otherwise be effective.*

*\*The amount of AD&D Insurance for a dependent will not be more than 100% of the employee AD&D amount. The employee must be covered for AD&D in order to insure dependents for AD&D.*

**AD&D  
Child Coverage\***

Maximum Child Benefit Amount .....	
Child Benefit Increment .....	

**PROVISIONS QUOTED  
Full-time Employees**

The lesser of 100% of the Employee AD&D amount or \$10,000 as applied for by the employee and approved by Unum .....	
Amounts in \$2,000 benefit units .....	



### AD&D Child Coverage\* *continued*

Child Benefit Live Birth to 14 Days .....	
Child Benefit 14 Days to 6 Months Old .....	
Child Age Limit .....	

### PROVISIONS QUOTED Full-time Employees

\$1,000 .....	
\$1,000 .....	
Children are eligible up to age 26 or 26 if a full-time student .....	

*\*Child coverage will be delayed if that child is totally disabled on the date that insurance would otherwise be effective.*

*\*The amount of AD&D Insurance for a dependent will not be more than 100% of the employee AD&D amount. The employee must be covered for AD&D in order to insure dependents for AD&D.*

### THE UNUM DIFFERENCE

**FUTURE INCREASE BENEFIT:** Any employee, spouse and child who enrolls during their initial eligibility period can increase coverage up to the guaranteed issue amount at any future annual re-enrollment without answering any medical questions.

**SPOUSE COVERAGE:** Spouse coverage is available up to the lesser of 100% of the Employee Life amount or \$250,000 as applied for by the employee and approved by Unum.

**FLEXIBLE LIFE AND AD&D COVERAGE AMOUNTS:** Employees, spouses and children can elect different Life and AD&D amounts. That is, Life and AD&D benefits do not have to match, giving enrollees the flexibility to customize each benefit to meet their individual needs.

## PLAN INFORMATION

### Definition of Earnings:

When calculating benefits and cost, an employee's "annual earnings" are assumed to be what was provided on the census when the quote was requested.

Note: If Partnership, Schedule K-1 will be used in determining "annual earnings" for partners. It will not include income from sources other than the employer.

### Delayed Effective Date:

Employee: Insurance coverage will be delayed if the employee is not in active employment because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective.

Dependent: Insurance coverage will be delayed if that dependent is **totally disabled** on the date that insurance would otherwise be effective.

**TOTALLY DISABLED** means that, as a result of an injury or sickness or a disorder:

The employee's dependent spouse: is confined in a hospital or similar institution; or is confined at home under the care of a physician for a sickness or injury.

The employee's dependent children: are confined in a hospital or similar institution; or are confined at home under the care of a physician for a sickness or injury.

### Portability:

Allows an insured employee and their dependents to elect portable coverage, at group rates, if the employee terminates employment, reduces hours or retires from the employer. Employees and their dependents are not eligible for portable coverage if they have an injury or sickness, under the terms of this plan that has a material effect on life expectancy.



## PLAN INFORMATION

### Life Insurance Conversion Privilege:

When an insured employee's group coverage ends, employees and their dependents may convert their coverage to individual life policies without providing evidence of insurability.

### Accelerated Benefit Payments:

Accelerated benefit payments will reduce the amount the policy pays upon the recipient's death, may adversely affect the recipient's eligibility for Medicaid or other government benefits or entitlements, and may be taxable. Recipients should consult their tax attorney or advisor before utilizing accelerated benefit payments.

### 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. The loss must occur within 365 days of the accident.

For the Loss of: Life; or both hands or both feet or sight of both eyes; or one hand and one foot; or one hand or one foot and the sight of one eye; or speech and hearing; the benefit will be the full amount.

For the Loss of: One hand or one foot; or speech or hearing; or sight of one eye; the benefit will be one half the full amount.

For the Loss of: Thumb and index finger of the same hand, the benefit will be one quarter the full amount.

Additional Options: Quadriplegia, the benefit will be the full amount; Triplegia or Paraplegia, the benefit will be three quarters the full amount; Hemiplegia, the benefit will be one half the full amount; Uniplegia, the benefit will be one quarter the full amount.

No more than the full amount will be paid for all losses resulting from the same accident.

### AD&D Education Benefit:

Offers an additional lump sum benefit, to each qualified child of a deceased insured employee (provided death occurs within 365 days of the accidental bodily injury), equal to the lesser of: 6% of the employee's AD&D benefit amount; or \$6,000. In order to qualify, a child must continue to be enrolled full-time in an accredited post-secondary institution of higher learning beyond the 12<sup>th</sup> grade level. If still at the 12<sup>th</sup> grade level, then the child must enroll in such an institution within 365 days of the employee's date of death. *Maximum Benefit Payments: 4 per lifetime, Maximum Benefit Amount: \$24,000, Maximum Benefit Period: 6 years from the date of the first benefit payment*

### AD&D Repatriation Benefit:

Offers an additional accidental death benefit of up to \$5,000 for preparation and transportation of a deceased insured employee or their dependents, provided death occurs at least 100 miles from the employee's or their dependent's principal residence.

### AD&D Seat Belt and Airbag Benefit:

Offers an additional accidental death benefit if an insured employee or their dependent dies while properly wearing a seat belt, and an additional accidental death benefit if the employee or their dependent was protected by an airbag. *Benefit Amount:* Seat belt: 10% of the Full Amount of the insured employee's or their dependent's accidental death and dismemberment insurance benefit. Airbag: 5% of the Full Amount of the insured employee's or their dependent's accidental death and dismemberment insurance benefit. *Maximum Benefit:* Seat belt: \$25,000 Airbag: \$5,000

### AD&D Exposure and Disappearance Benefit:

Offers a benefit if the insured employee or their dependents sustains an accidental bodily injury and is unavoidably exposed to the elements and suffers a loss. Unum will presume the insured employee or their dependents suffered loss of life due to an accident if: they are riding in a common public passenger carrier that is involved in an accident covered under the contract; and as a result of the accident, the common public passenger carrier is wrecked, sinks, is stranded, or disappears; and the insured employee's body is not found within one year of the accident.

### AD&D Coma Benefit:

Offers a monthly benefit to the insured employee's beneficiary if the insured employee sustains an accidental bodily injury, which directly results in the insured employee being in a coma or a (persistent) vegetative state. The coma must begin within 31 days of the accident. *Monthly Benefit Amount:* 1% of the Full Amount of the insured employee's accidental death and dismemberment insurance benefit. *Maximum Number of Months:* 100 months

No benefits are payable for the first 31 days that the insured employee is in a coma. Unum will use the Rancho Los Amigos Levels of Cognitive Functioning scale to evaluate the coma.





## PLAN INFORMATION

### Retained Asset Account:

For Life and AD&D claims that are \$10,000 or greater, a Retained Asset Account will be made available to the designated beneficiary. Claim payment is satisfied by establishment of the Unum Retained Asset Account. The funds are retained in Unum's general account and Unum pays a rate of interest on the funds in the retained asset account regardless of the investment performance of Unum's general account. The beneficiary can request a lump sum check instead of the retained asset account or they can access all or part of the funds in the retained asset account by writing a single or multiple drafts. While the funds are not FDIC insured, they are guaranteed by State Guaranty Associations.

### Coverage Exclusions & Limitations

#### Life Insurance:

24 month suicide exclusion

#### AD&D Insurance:

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

- Suicide, self-destruction while sane, intentionally self-inflicted injury while sane, or self-inflicted injury while insane
- Active participation in a riot
- Attempt to commit or commission of a crime
- War, declared or undeclared, or any act of war
- Use of any prescription or non-prescription drug, poison, fume or other chemical substance unless used according to the prescription or direction of the employee's or their dependent's physician. This exclusion does not apply if the chemical substance is ethanol.
- Disease of the body, or diagnostic, medical or surgical treatment, or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders
- Being intoxicated
- Travel or flight in any vehicle or device for aerial navigation, including boarding or alighting from it while:
  - it is being used for test or experimental purposes;
  - the employee is operating, learning to operate or serving as a member of the crew;
  - it is being operated by or for or under the direction of any military authority.
 This exclusion does not apply to:
  - any transport type of aircraft operated by the Air Mobility Command of the United States;
  - or similar air transport service of any country
- Travel or flight in any aircraft or device for aerial navigation, including boarding or alighting from, owned or leased by or on behalf of the Employer
- Service or full-time active duty in the Armed Forces of any country or international authority

#### Broker Commissions:

Rates reflect standard commissions.

### Enhanced Guaranteed Issue

For initial enrollment only, the Guaranteed Issue (GI) amount (Non-Medical Maximum) will be enhanced for employees, if the following criteria are met:

- Must be New, New Line of Coverage (NLOC) Group Voluntary Term Life
- < 2,000 eligible lives
- Must be sold with a New or Inforce (with Unum) Traditional Life plan with either:
  - less than or equal to 2X salary, or
  - greater than or equal to \$25K or less than or equal to \$50K flat benefit amount, OR;
- Sold (New, NLOC) with a New or Inforce (with Unum) Voluntary product:
  - Whole Life, Accident, Critical Illness, Hospital, Individual STD, Group Voluntary Disability, Dental, Vision

## PROPOSAL CONDITIONS AND DISCLOSURES

### Employee Assistance Program and Employee Travel Assistance:

Work-life balance employee assistance program services are provided by HealthAdvocate. Worldwide emergency travel assistance services are provided by Assist America, Inc. Services are available with select Unum insurance offerings.

Terms and availability of service are subject to change and prior notification requirements. Service providers do not provide legal advice; please consult your attorney for guidance. Services are not valid after coverage terminates. Please contact your Unum representative for details.

### Termination Provision for Long Term Disability and Life:

- This policy or a plan under this policy can be cancelled: by Unum; or by the Policyholder.
- Unum may cancel or modify this policy or a plan if:
  - The participation of eligible employee's requirement is not met;
  - The policyholder does not promptly provide Unum with information that is reasonably required;
  - The policyholder fails to perform any of its obligations that relate to this policy;
  - Fewer than 10 employees are insured under a plan;
  - The premium is not paid in accordance with the provisions of this policy that specify whether the policyholder, the employee or both pay the premiums;
  - The policyholder does not promptly report to Unum the names of any employees who are added or deleted from the eligible group;
  - Unum determines that there is a significant change, in the size, occupation or age of the eligible group as a result of a corporate transaction the Policyholder and or its employees fails to pay premium within the 31-day grace period.
- If Unum cancels or modifies this policy or a plan for reasons other than the policyholder's failure to pay premium, a written notice will be delivered at least 31 days prior to the cancellation or modification date. The policyholder may cancel this policy or plan if the modifications are unacceptable.
- If any portion of the premium is not paid during the grace period, Unum will either cancel or modify the policy or plan automatically at the end of the grace period.
- The policy holder may cancel this policy or a plan by written notice delivered to Unum at least 31 days prior to the cancellation date, unless agreed to an earlier date.
- Unum will provide coverage for a payable claim which occurs while the employee is covered under the policy or plan.

### Termination Provision for Voluntary Life:

Unum may cancel or modify the Summary of Benefits or a plan if: the number of employees insured is less than 10 lives or the minimum participation percentage of those eligible whichever is greater; or the Employer does not promptly provide Unum with information that is reasonably required; or the Employer fails to perform any of its obligations that relate to the Summary of Benefits; or the premium is not paid in accordance with the provisions of the Summary of Benefits that specify whether the Employer, the employee, or both, pay the premiums; or the Employer does not promptly report to Unum the names of any employees who are added or deleted from the eligible group; or Unum determines that there is a significant change, in the size, occupation or age of the eligible group as a result of a corporate transaction such as a merger, divestiture, acquisition, sale, or reorganization of the Employer and/or its employees; or the Employer fails to pay any portion of the premium within the 31 day grace period. If Unum cancels or modifies the Summary of Benefits or a plan, for reasons other than the Employer's failure to pay premium, a written notice will be delivered to the Employer at least 31 days prior to the cancellation date or modification date. The Employer may cancel the Summary of Benefits or plan if the modifications are acceptable. If any portion of the premium is not paid during the grace period, Unum will either cancel or modify the Summary of Benefits or a plan automatically at the end of the grace period. The Employer is liable for premium for coverage during the grace period. The Employer must pay Unum all premium due for the full period each plan is in force. The Employer may cancel the Summary of Benefits or a plan by written notice delivered to Unum at least 31 days prior to the cancellation date. When both the Employer and Unum agree, the Summary of Benefits or a plan can be cancelled on an earlier date. If Unum or the Employer cancels the Summary of Benefits or a plan, coverage will end at 12:00 midnight on the last day of coverage. If the Summary of Benefits or a plan is cancelled, the cancellation will not affect a payable claim.

## PROPOSAL CONDITIONS AND DISCLOSURES

### Broker Compensation Disclosure Notice for Group Products:

- 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 as well as 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 may include a one time, first year flat amount for each policy sold. Base Commissions are paid by Unum to the broker(s) on your policy. In some circumstances, broker(s) may be eligible to receive commissions on your policy even after a broker of record change has occurred.
- A broker may also qualify for Supplemental Commissions paid by Unum. For group insurance products, Supplemental Commissions may be paid as a fixed percentage of total eligible group insurance premiums. The Supplemental Commission rate depends on the total dollar amount of all eligible premiums or number of group policies that the broker had in force with Unum in the prior calendar year. The Supplemental Commission rate may range from 0% to 13.80% of total premium paid.
- Your broker may also be eligible to receive Supplemental Commissions on other insurance products, which may be calculated differently. 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, or if you want to speak to us directly about broker compensation, please call 1-800-ASK-UNUM (1-800-275-8686).

### Proposal Conditions:

This proposal is under no circumstances a contract for the insurance coverage described within. If this proposal is accepted, a contract outlining the coverage will be issued. This proposal is based on census data received by Unum. Actual costs will be based on the final enrollment data of employees insured under the plan on its effective date. Quote assumes coverage of employees who are in active employment in the United States with the employer working the minimum hours for eligibility. Please contact your Unum representative to request a quote for coverage of any employees who do not fit this category. This quote will expire on the date listed on the first page and includes standard services only, unless otherwise expressly described herein. **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 1-800-ASK-UNUM (1-800-275-8686). **LTD Policy Form Number: C.FP-1 Life/AD&D Policy Form Number: C.FP-2**

Life Planning Financial & Legal Resources services, provided by HealthAdvocate, are available with select Unum insurance offerings. Terms and availability of service are subject to change. Service provider does not provide legal advice; please consult your attorney for guidance. Services are not valid after coverage terminates. Please contact your Unum representative for details.

Recently, there has been heightened attention on companies that promote "tax advantaged" wellness programs to help sell voluntary benefits. These offerings promise employers that they can use their payroll tax savings to pay for the wellness program, and that employees can use income and payroll tax savings to purchase voluntary benefits.

Unum's position is that this practice is not in compliance with applicable laws and regulations. This means Unum will not offer any products in conjunction with such a wellness plan offering.

For additional guidance please consult your tax attorney and see the IRS Chief Counsel Memorandum 201703013, addressing the taxability of fixed indemnity payments from wellness programs at <https://www.irs.gov/pub/irs-wd/201703013.pdf>

1. Employee 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 2014-2019 Annual Sales and In Force" (2015-2019); LIMRA, U.S. Workplace Disability Insurance Inforce Summary Results 2020 4Q (2021).
2. Fortune, "Fortune 500 2021," (2021); Unum customer database, 2021.
3. Unum internal data, 2021.

## PROPOSAL CONDITIONS AND DISCLOSURES

Underwritten by Unum Life Insurance Company of America, Portland, ME

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