



Group Term Life Insurance

Employer-paid and employee-paid

Unum group Term Life Insurance plans complement each other and can provide employees with financial protection for their loved ones, in case the employee dies prematurely. Unum also offers additional options and services that provide more than a typical death benefit.

LIVING BENEFITS

- Life Planning Financial & Legal Resources
- Accelerated benefits for terminal illness
- Work-life balance employee assistance program*
- Worldwide emergency travel assistance**

* This feature is only available with employer paid life plan.

** This is an optional benefit.

PLAN DESIGN FEATURES THAT HELP FILL REAL NEEDS

- High benefit maximums to help a family manage despite the loss of an income: up to \$750,000 or five times annual salary
- Additional financial protection with family coverage for spouses and children
- Plans that can continue protection even if the employee changes jobs
- Easy premium waiver process when covered individual also qualifies for Unum long term disability benefits
- Access to early benefits if needed for terminally ill policy holder
- Funding options that are flexible for employer and employee budgets

THESE ADDITIONAL FEATURES FOR EMPLOYEE-FUNDED PLANS (VOLUNTARY)

- Option that allows employee to start building life insurance protection with a minimum purchase; can be increased at future enrollments without a medical exam or health questions
- Premiums paid through year-long payroll deduction helps employees budget for the cost of coverage



73% OF CONSUMERS HAD OUTSTANDING DEBT WHEN THEY DIED, WITH AN AVERAGE TOTAL BALANCE OF \$62,000.¹

¹ Credit.com, "Americans Are Dying With an Average of \$62K of Debt" (2017).



KEY ADVANTAGES

Unum claims management representatives work directly with beneficiaries, freeing up HR time.

Give employees a chance to start with a small guaranteed amount of coverage and reserve the right to buy more later.

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.

COMPARISON OF PLAN DESIGNS

Employer-paid group Term Life

- Benefit options up to \$750,000
- Flat benefit amounts, salary multiples
- Guaranteed issue amounts based on the number of employees in the group and the combined benefit amount for all insured individuals
- Portability of employee and dependent insured amounts up to \$750,000 for as long as the premium is paid[†]
- Employer-paid premium; combined funding available

Employee-paid group Term Life

- Benefit options up to \$500,000 or five times salary
- Incremental benefit amounts
- Guaranteed issue amounts based on number of eligible individuals; enhanced options available when packaged with employer-funded plan
- Portability of employee and dependent insured amounts up to \$500,000 for as long as the premium is paid[†]
- Employee-paid premium
- Annual coverage increases available up to guaranteed issue amount without answering health questions

Available with both plan designs^{††}

- Life Planning Financial & Legal Resources offer employees and their beneficiaries planning, legal support and grief counseling service
- Accelerated benefits for any insured individual, including dependents; options available up to 100% of benefit,[#] with no fees or interest charges
- Waiver of premium, elimination period and definition of disability can be integrated with long term disability plan
- Dependent life coverage

ACCIDENTAL DEATH & DISMEMBERMENT

features and services of both plan designs

AD&D coverage can be elected by the employer

Standard benefits include:

- Benefit amounts available up to \$1 million
- Portability when life coverage is ported
- Education benefit up to \$100,000 for insured individual's qualified unmarried children
- Seat belt/airbag benefit

AD&D optional benefits, include:

- Common carrier and common carrier with motor vehicle
- Paralysis
- Child care
- Physical therapy and rehabilitation

[†] For some group plans, portability is not available to employees and/or dependents who have an injury or sickness which has a material effect on life expectancy; these individuals may be eligible for benefits conversion. Portability insured coverage cannot exceed \$750,000 across all Unum Life and AD&D coverages.

^{††} Some features available are optional and not part of the standard offering.
[#] Amount can vary by state.

If any of the beneficiaries of a life insurance plan are minors (typically younger than 18, but this may vary by state), the full amount of money due to them will automatically be placed in a Unum Retained Asset Account, which is kept in Unum's general account.

A few helpful things to know about this account:

- The beneficiary (or a legal representative for the minor child) can request all of the funds in one lump sum check instead of the retained asset account.
- The money in the account will earn interest as long as it is in the account, even if Unum's general account does not earn interest during that time.

• The money in the account is fully guaranteed by Unum but is not FDIC insured. Work-life balance employee assistance program and Life Planning Financial & Legal Resources 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.

Products are underwritten by: Unum Life Insurance Company of America, Portland, Maine. In New York, products are underwritten by: First Unum Life Insurance Company, New York, New York

Policies or their provisions may vary or be unavailable in some states. Policies have exclusions and limitations which may affect any benefits payable. See the actual policy or your Unum representative for specific provisions and details of availability.