

Group long term disability insurance (LTD)



Employee need

33% of employees age 35–65 will be out of work three months or longer due to an accident or illness.¹

Most disabling injuries occur off the job and are not covered by workers' compensation.²

38% of workers could pay their bills for three months or less if they couldn't collect a paycheck due to a disabling illness or injury.³

Unum's group long term disability insurance provides a solid base of income protection coverage combined with valuable resources for any employee population. Plus Unum offers additional options and services that can help employers better support their workforce and their businesses.

Unum group long term disability plans

- Choice of employer paid or employee paid
- Own-occupation, residual and partial definitions of disability
- Own-occupation period of 24 months
- Benefit duration to age 65
- 60% income replacement
- Maximum benefit up to \$5,000 per month
- No minimum earnings loss required during elimination period for most contracts; 20% of indexed monthly earnings thereafter
- Up to 100% (indexed) earnings replacement for 12 months while disabled and working
- Does not standardly offset an employer's salary continuation program (formal or informal)

Features and services with standard plan

- Rehabilitation/return-to-work assistance program — voluntary program that can provide additional benefits and services and support for employees trying to return to work
- Dependent care benefit — reimburses for dependent care expenses (child or adult) when a disabled employee is participating in the rehabilitation and return-to-work assistance program
- Worksite modification benefit — reimburses employer for cost of workplace modifications that allow motivated employees to return to work. Pays up to the greater of \$1,000 or 2 times the gross monthly benefit
- Survivor benefits — three months standard (24 months available); most contracts also provide accelerated benefits for terminally ill employees
- FICA — automatically pays the employer's portion of FICA taxes on employees' disability benefits without billing back to the employer

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Features and services with standard plan

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- **Secure web services** — review billing, submit payment, report employee changes, access and download administrative forms, benefit plan booklets, and guides and view claim status
- **Work-life balance EAP** — online resources, 24-hour, toll-free access to master's-level consultants for confidential* advice on everyday issues as well as more serious ones
- **Worldwide emergency travel assistance**** — for employees, spouses and children traveling, for business or personal reasons, to a foreign country or 100 or more miles from home
- **Comparative Reporting & Analysis** — measure, monitor and manage lost time and benefit costs with self-service website — for employers with 100+ lives
- **HR®/BenefitsAnswersNow™** — online database of current federal/state employment laws, benefits information and HR resources — for employers with 10–1,999 lives

Work-life balance employee assistance program services are provided by Ceridian Corporation. Worldwide emergency travel assistance services are provided by Assist America, Inc. HRAnswersNow® and BenefitsAnswersNow™ are provided by CCH. CCH is not engaged in rendering legal advice. Users should consult with their own attorneys. Services are available with selected Unum insurance offerings. Exclusions, limitations and prior notice requirements may apply, and service features, terms and eligibility criteria are subject to change. These services are not valid after termination of coverage and may be withdrawn at any time. Please contact your Unum representative for full details.

The policies or their provisions may vary or be unavailable in some states. The 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.

This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Insurance Department.

*The consultants must abide by federal regulations regarding duty to warn of harm to self or others. In these instances the consultant may be mandated to report a situation to the appropriate authority.

**A spouse traveling on business for his or her employer is not covered by the program.

1 Commissioners Individual Disability Table A, Society of Actuaries, 1985.

2 National Safety Council, Injury Facts, 2011.

3 Council for Disability Awareness, "The Disability Divide, CDA 2010 Consumer Disability Awareness Survey," March 2010.

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