



Employer-paid and Employee Optional Additional Long Term Disability Insurance can replace part of your income if a disability keeps you out of work for a long period of time.

Class 2: All full-time Non-Union Employees, excluding Group 1, in active employment in the United States with the Employer and employees approved via Foreign Risk Exception Letter
Class 3: All full-time Hennessy Union Employees in active employment in the United States with the Employer

How does it work?

This coverage pays a monthly benefit if you have a covered illness or injury and you can't work for a few months — or even longer.

Your employer is providing you a base amount of coverage. You also have the opportunity to purchase additional coverage to be sure your financial needs are met.

You're generally considered disabled if you're unable to do important parts of your job — and your income suffers as a result. You can use the money however you choose. It can help you pay for your rent or mortgage, groceries, out-of-pocket medical expenses and more.

Why is this coverage so valuable?

If you didn't get coverage when you were first eligible, you'll have to answer medical questions now. If you're newly eligible, you are guaranteed coverage now with no medical questions.

What else is included?

Worldwide emergency travel assistance

One phone call gets you and your family immediate help anywhere in the world, as long as you're traveling 100 or more miles from home. However, a spouse traveling on business for his or her employer is not covered.

Survivor benefit

If you die while you've been disabled and receiving benefits for at least 180 days, your family could get a benefit equal to 3 months of your gross disability payment.

Waiver of premium

If you're disabled and receiving benefit payments, Unum waives your cost until you return to work.

Coverage amounts

Employer-paid coverage

Your employer is providing a benefit of 50% of your monthly earnings to a maximum of \$4,166.

Employee optional additional coverage

You can elect to purchase a benefit of 60% of your monthly earnings to a maximum of \$25,000.

The monthly benefit may be reduced or offset by other sources of income. The IRS may require you to pay taxes on certain benefit payments. See your tax advisor for details.

Elimination period

This is the number of days that must pass after a covered illness or injury before you can begin to receive benefits.

Employer-paid and optional additional coverage:

Your elimination period is 180 days.

Benefit duration

This is the maximum length of time you can receive benefits while you're disabled.

Employer-paid and optional additional coverage:

You can receive benefits SS retirement age.

Long Term Disability Insurance

Calculate your cost per paycheck

$$\begin{array}{r} \$ \underline{\hspace{2cm}} \quad \times \quad .312 \quad \div \quad 100 \\ = \\ \text{Monthly Income} \quad \text{Your rate} \\ \text{not to exceed*} \end{array} \quad \begin{array}{r} \$ \underline{\hspace{2cm}} \\ \text{Monthly Employee} \\ \text{Cost} \\ \underline{\hspace{2cm}} \end{array}$$

$$\begin{array}{r} \$ \underline{\hspace{2cm}} \quad \times \quad 12 \quad \div \quad \underline{\hspace{2cm}} \quad = \\ \text{Monthly Employee} \quad \text{Pay Periods} \\ \text{Cost} \quad \text{Per Year} \quad \text{Pay Period} \\ \quad \quad \quad \text{Deduction} \end{array}$$

* 60.000% benefit: Maximum monthly income covered is \$41,666.

EXPENSES TO CONSIDER

- Mortgage/Rent
- Transportation
- Utilities
- Loans/Credit Card
- Child/Elder Care
- Medical
- Insurance
- Education
- Food
- Other

Long Term Disability Insurance

Exclusions and limitations

Active employee

You are eligible for coverage if you are an active employee in the United States working a minimum of 20 hours per week. You are considered in active employment, if on the day you apply for coverage, you are being paid regularly by your employer for the required minimum hours each week and you are performing the material and substantial duties of your regular occupation.

Delayed effective date of coverage

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

Benefit Duration (BD)

The duration of your benefit payments is based on your age when your disability occurs. Your Long Term Disability benefits are payable while you continue to meet the definition of disability. Please refer to your plan document for the duration of benefits under this policy.

Definition of disability

You are considered disabled when Unum determines that:

- You are limited from performing the material and substantial duties of your regular occupation due to sickness or injury; and
- You have a 20% or more loss of indexed monthly earnings due to the same sickness or injury

After 24 months, you are considered disabled when Unum determines that due to the same sickness or injury, you are unable to perform the duties of any gainful occupation for which you are reasonably fitted by education, training or experience.

You 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. "Substantial and material acts" means the important tasks, functions and operations that are generally required by employers from those engaged in your usual occupation and that cannot be reasonably omitted or modified.

Pre-existing conditions

You have a pre-existing condition if:

- You received medical treatment, consultation, care or services including diagnostic measures for the condition, or took prescribed drugs or medicines for it in the 3 months just prior to your effective date of coverage; and
- The disability begins in the first 12 months after your effective date of coverage.

Deductible sources of income

Your disability benefit may be reduced by deductible sources of income and any earnings you have while you are disabled, including such items as group disability benefits or other amounts you receive or are entitled to receive:

- Workers' compensation or similar occupational benefit laws, including a temporary disability benefit under a workers' compensation laws
- Other group insurance plans
- A group plan sponsored by your employer
- Governmental retirement system
- Salary continuation or sick leave plans - if included
- Retirement payments
- Social Security or similar governmental programs

Exclusions and limitations

Benefits will not be paid for disabilities caused by, contributed to by, or resulting from:

- Intentionally self-inflicted injuries;
- Active participation in a riot;
- War, declared or undeclared or any act of war;
- Commission of a crime for which you have been convicted;
- Loss of professional license, occupational license or certification; or
- Pre-existing conditions (See the disclosure section to learn more).

The loss of a professional or occupational license does not, in itself, constitute disability.

Unum will not pay a benefit for any period of disability during which you are incarcerated.

The lifetime cumulative maximum benefit for all disabilities due to mental illness and disabilities based primarily on self-reported symptoms is 24 months. Only 24 months of benefits will be paid for any combination of such disabilities even if the disabilities are not continuous and/or are not related. Payments can continue beyond 24 months only if you are confined to a hospital or institution as a result of the disability.

Termination of coverage

Your coverage under the policy ends on the earliest of the following:

- The date the policy or plan is cancelled
- The date you no longer are in an eligible group
- The date your eligible group is no longer covered
- The last day of the period for which you made any required contributions

- The last day you are in active employment except as provided under the covered layoff or leave of absence provision.

Unum will provide coverage for a payable claim that occurs while you are covered under the policy or plan.

Social Security advocacy services are provided by GENEX Services, Inc. or The Advocate Group, LLC. Referral to one of our advocacy partners is determined by Unum.

Worldwide emergency travel assistance services, provided by Assist America, Inc., are available with select Unum insurance offerings. Terms and availability of service are subject to change and prior notification requirements. Services are not valid after coverage terminates. Please contact your Unum representative for details.

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. The policy has exclusions and limitations which may affect any benefits payable. For complete details of coverage and availability, please refer to Policy Form C.FP-1 et al. or contact your Unum representative.

Underwritten by:

Unum Life Insurance Company of America, Portland, Maine

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