

# Group term life insurance — employer-paid and employee-paid



## Employee need

68 million Americans have no life insurance, and those with coverage have far less than most experts recommend to ensure a secure financial future for their families.<sup>1</sup>

The workplace is now the primary channel for obtaining and/or purchasing life insurance.<sup>2</sup>

The leading cause of death for men age 45 to 65 is heart disease, and the leading cause of death for women age 35 to 64 is cancer.<sup>3</sup>



## Key advantage

Unum term life plans include services and features to benefit the living.

Unum's group term life insurance plans — employer- and employee-funded offerings — complement each other and allow employers to offer a popular benefit that can help with recruitment and retention efforts. Plus, Unum offers additional options and services that provide more than a typical death benefit.

## Unum group term life insurance advantages

- Spouse and dependent coverage available for life and accidental death and dismemberment coverage
- Affordable group rates for coverage up to \$750,000, or five times annual employee salary
- Coverage can continue as long as premium is paid
- Policy can integrate with long term disability (LTD) coverage elimination periods (EP) and definitions of disabilities to ease waiver of premium application
- Accelerated benefits available to the terminally ill
- Plans with employer- or employee-paid premiums

## Additional features for voluntary plans (100% employee funding)

- Minimum purchase during the initial enrollment can annually be increased to the plan's guarantee issue amount, without a medical exam or evidence of insurability
- Payroll deduction

## Benefits for the living

- Work-life balance employee assistance program
- Worldwide emergency travel assistance
- Survivor financial counseling service
- Accelerated benefits



## Comparison of plan designs

Employer-paid group term life	Employee-paid group term life
<ul style="list-style-type: none"> <li>◦ benefit options up to \$750,000 or five times salary</li> <li>◦ flat benefit amounts, salary multiples</li> <li>◦ guarantee issue amounts based on total amounts of insured volume</li> </ul>	<ul style="list-style-type: none"> <li>◦ benefit options up to \$500,000 or five times salary</li> <li>◦ incremental benefit amounts</li> <li>◦ guarantee issue amounts based on number of eligible lives; enhanced options available when packaged with employer-funded plan</li> </ul>
<ul style="list-style-type: none"> <li>◦ portability* of employee and dependent insured amounts up to \$750,000 for as long as the premium is paid</li> </ul>	<ul style="list-style-type: none"> <li>◦ portability* of employee and dependent insured amounts up to \$500,000 for as long as the premium is paid</li> </ul>
<ul style="list-style-type: none"> <li>◦ employer-paid premium; variation available</li> </ul>	<ul style="list-style-type: none"> <li>◦ employee-paid premium</li> </ul>
	<ul style="list-style-type: none"> <li>◦ annual coverage increases available up to guarantee issue amount without evidence of insurability</li> </ul>

## Available with both plan designs

- survivor financial counseling services for survivors and terminally ill employees
- accelerated benefits for any insured individual, including dependents; options available up to 100% of benefit\*\*, with no fees or interest charges
- worldwide emergency travel assistance services available around the clock for employees and their families 100 miles or more from home

\* 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 conversion.

\*\* Amount can vary by state.

## Optional features and services of both plan designs

- waiver of premium, EP and definition of disability can be integrated with LTD plan
- dependent life coverage
- accidental death and dismemberment (AD&D) coverage; standard with small business plan

### AD&D coverage can be elected by the employer

#### Standard benefits include:

- benefit amounts available up to \$1 million
- portability with life port
- education benefit for insured individual's unmarried children under age 25
- seatbelt/airbag benefit

#### AD&D optional benefits, include:

- common carrier and common carrier with motor vehicle
- paralysis
- childcare
- physical therapy and rehabilitation

1 Life and Health Insurance Foundation for Education (LIFE), "Why Devote a Month to Life Insurance Awareness?" September 2007.

2 LIMRA, "Group Life Insurance Annual Review 2005," May 2006.

3 Milliman and Life and Health Insurance Foundation for Education, "The Changing Face of Mortality Risk in the United States," September 2007.

4 LIMRA, "Facts About Life" Fact Sheet, September 2007.

The work-life balance employee assistance program is provided by Ceridian Corporation. Survivor financial counseling services are provided by The Ayco Company L.P., a Goldman Sachs Company. Worldwide emergency travel assistance services are provided by Assist America Inc. 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. The services are not valid after termination of coverage and may be withdrawn at any time. Please contact your Unum representative for full details.

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.

Products are underwritten by: Unum Life Insurance Company of America, 2211 Congress Street, Portland, ME 04122

In New York, products are underwritten by: First Unum Life Insurance Company, 99 Park Avenue, 6th Floor, New York, NY 10016

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