



## Benefits & Cost Summary

### **Lifestyle Life Insurance**

<b>Prepared For:</b>	<b>VISITING NURSE ASSOCIATION HEALTH GROUP, INC.</b>
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<b>Date:</b>	<b>August 31, 2021</b>
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## Benefits & Cost Summary Group Lifestyle Life Insurance

This proposal for Lifestyle Life insurance coverage includes all active full-time employees working 30 hours per week in the United States with the employer.

**Number of Eligible Employees:** 562

### ***Plan Description:***

**Coverage effective date:** January 1, 2022

### **Life Insurance**

#### **Employee Life Benefit Amount**

Amounts in \$10,000 benefit units as applied for by the employee and approved by Unum

#### **Overall Maximum**

The lesser of 5 X annual earnings or \$500,000

#### **Employee Life Non-Medical Maximum**

\$200,000

#### **Employee Life Benefit Reduction Formula**

	<b>Dependent Life Benefit Amount</b>	<b>Overall Maximum</b>
<b>Spouse:</b>	Amounts in \$5,000 benefit units as applied for by the employee and approved by Unum	The lesser of 100% of the Employee Life amount or \$250,000
<b>Child:</b>	<ul style="list-style-type: none"><li>- Live birth to 14 days: \$250</li><li>- 14 days to 6 months: \$250</li><li>- 6 months to 26 years (26 years if full-time student):</li></ul> Amounts in \$2,000 benefit units as applied for by the employee and approved by Unum	The lesser of 100% of the Employee Life amount or \$10,000
<b>Spouse Life Non-Medical Maximum:</b>	\$50,000	
<b>Spouse Life Benefit Reduction Formula:</b>	The Spouse Life Benefit amount will reduce by the same percentage and at the same time as the Employee Life Benefit amount.	

**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.**

### **Standard Plan Features Included in Quote:**

- Life Planning *Financial & Legal Resources*
- Annual Enrollment Period
- Customized Enrollment
- Life Insurance Conversion Privilege
- Unum Security Account
- 12 Month Rehire Provision
- Accelerated Benefit – 75% of the Life Amount to a maximum of \$500,000



- Employee Life Insurance Premium Waiver 60/70 9 months
- Portability

**Superior Administrative Support Features Included in Quote:**

- **Simplified** administration of group benefits through secured online tools:
  - Flexible plan administration and billing services
  - Easy access to frequently used forms
  - Claims information plan administrators need to assist employees and their families
  - A robust resource center filled with reference materials that enable plan administrators to be responsive to employee questions and industry information
  - Convenient online options of viewing or downloading your group insurance policy and employee certificate booklets
- Centralized toll-free Service Center for general inquiries
- Local Field Office Implementation Support
- Electronic Distribution of employee booklets - standard delivery
- Internet list bill and self accounting options
- Integrated Premium Waiver claims processing when sold with Unum LTD
- Compliance with ERISA reporting and disclosure requirements
- Superior Benefits Center Service Standards

**Rate Information:**

**Life Rates**

Employee Life Monthly Step Rates per \$1,000		Spouse Life Monthly Step Rates per \$1,000	Child Life Monthly Rate
Age	Rate	Rate	\$0.087 per \$1,000
15-24	0.080	0.080	
25-29	0.080	0.080	
30-34	0.080	0.080	
35-39	0.100	0.100	
40-44	0.150	0.150	
45-49	0.260	0.260	
50-54	0.400	0.400	
55-59	0.590	0.590	
60-64	0.980	0.980	
65-69	1.760	1.760	
70-74	2.489	2.491	
75+	2.488	2.488	

**Rate assumes the following:**

- The employee participation level is at least 36%.

**Rate Guarantee:** 3 Year(s)

For purposes of calculating benefits and cost, an employee's "annual earnings" is assumed to mean: gross annual income before taxes, including any pre-tax contributions to a deferred compensation plan, **excluding** commissions, bonuses, overtime pay or other extra compensation.

**Cost of Coverage Paid By:** Employees



**Minimum Participation:** In order for the case to be issued, the greater of 10\* employees or 20% of the eligible employees must participate in the plan.

*\*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.*

### **Example of Calculating Monthly Cost:**

#### **Lifestyle Life Example:**

	Age		Life Volume		Benefit Unit		Unit Rate		Cost*
<b>Employee</b>	30	@	\$100,000	/	10000	X	0.600	=	\$6.00
<b>Spouse</b>	30	@	\$20,000	/	5000	X	0.680	=	\$2.72
<b>Child(ren)</b>	4	@	\$4,000	/	2000	X	0.596	=	\$1.19

<b>Per Monthly Paycheck Cost:</b>	<b>\$9.91</b>
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\*Note: To determine the **biweekly** cost, first multiply cost by 12, then divide by 26.

i.e. Biweekly cost = (Monthly Cost x 12) / 26

### **Coverage Exclusions:**

**Life Insurance:** 24 month suicide exclusion

### **Coverage Termination:**

An employee's coverage under the plan will end on the earliest of:

- the date the plan is cancelled;
- the date the employee is no longer in an eligible group;
- the date the employee's eligible group is no longer covered;
- the last day of the period for which the employee made any required contributions; or
- the last day the employee is in active employment, unless continued due to a covered layoff or leave of absence or due to an injury or sickness, as described in the contract.

The contract has additional provisions relating to dependent coverage termination. See your Unum representative for details.



### Lifestyle Life Coverage Highlights & Descriptions:

Some features listed below may be applicable only to certain employee classes. Please see the "Plan Description" section of your Lifestyle Life Benefits and Cost Summary for specific plan details.

**Life Planning Financial & Legal Resources:** This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost to them. This service is also extended to employees upon the death or terminal illness of their covered spouse. The financial consultants are master level consultants. They will help develop strategies needed to protect resources, preserve current lifestyles, and build future security. At no time will the consultants offer or sell any product or service.

**Accelerated Benefit:** Pays a portion of the insured employee's or dependent's Life benefit in the event the insured employee or dependent becomes terminally ill, and the employee's or dependent's life expectancy has been reduced to less than 12 months. The employee's or dependent's death benefit will be reduced by the Accelerated Life Benefit paid.

**Delayed Effective Date:** Employee: Insurance coverage will be delayed if you are 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:

Your 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.

Your 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.

**Life Insurance Premium Waiver:** Life insurance premiums will be waived for insured employees who become disabled prior to a specified age, and who remain disabled during an elimination period.

**Premium Waiver Benefit Maximum:** To Age 65

**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.



## ***Lifestyle Life Highlights***

VISITING NURSE ASSOCIATION HEALTH GROUP, INC.

**Unum Security Account:** For Life and AD&D claims that are \$10,000 or greater, a Retained Asset Account (the Unum Security Account) will be made available to the designated beneficiary. This account allows access to all paid benefits immediately, while paying interest on benefits that have not been accessed.

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 guaranteed 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. For more information regarding the Unum Retained Asset Account please contact your Unum representative.



### ***Contacting Your Unum Sales Office:***

**Location:** Unum - Home Office  
2211 Congress St.  
DO NOT MAIL  
Portland, ME 04122

**Telephone:** (207) 575-2211  
**Fax:** (207) 575-2340

**Sales Team:** Trevor Powers, Sales Consultant  
Donna Lisa Bengtsson, Underwriting Consultant

### ***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. Please contact your Unum representative to request a quote for coverage of any employees who do not fit this category. **This quote will remain open until November 29, 2021 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 Ask Unum at 1-800-275-8686 opt. 2.

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>

Life Policy Form Number: C.FP-2

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Underwritten by:

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Portland, Maine 04122  
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(G-72128)



## **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.

The exact Supplemental Commission percentage payable to any broker is based upon the total dollar amount of all eligible inforce or new sales insurance premiums or number of policies that the broker had inforce with Unum in the prior calendar year. Supplemental Commissions may be calculated differently for other insurance products. 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, you can find more details at [www.unum.com](http://www.unum.com). Should you have other questions not addressed by the website, including the Supplemental Commission percentage applicable to your broker, or if you want to speak to us directly about broker compensation, please call 1-800-ASK-UNUM (1-800-275-8686).





## **Internet Service Solutions**

As your benefits partner, we understand the complexities of benefits management and the increasing demands on your time. To meet your needs, we're creating online solutions that help you with day-to-day plan administration and ongoing benefits management.

As a feature of your group benefits plan, our secure Internet Services give you access to tools that allow registered users to:

- Access Coverage information
- View and update billing data
- Process employee changes
- Pay premium and check billing history
- Assist employees with filing a claim

A unique feature allows you to customize access to the site, giving different people in your company access only to the tools or information they need.

The secure Employer Internet Services website is available 24 hours a day, seven days a week. The website is supported by our Internet Service Center, with service experts available to assist you from 8 a.m. to 5 p.m. Eastern Time.

## **Administration & Billing**

- Easy access to your Group Insurance Policy
- Electronic employee certificate booklets
- Helpful plan administration guides
- Billing services available by billing account, allowing you to create a unique billing profile for each area within your company, including:
  - Flexible options for online list bill or self-accounting premium statement (varies by product). Customers electing a list bill can update employee information, change coverage options, adjust salary information and more.
  - E-mail notification for immediate access to new premium statements
- Convenient payment options
- Timely status reports on employee applications submitted for medical underwriting (varies by product)
- Simplified data transfer of multiple employee data files

## **Claims**

Fast and easy access to the information you need to assist your employees with a Unum claim, including frequently asked questions regarding the claims process, information on how to complete a claim form, and convenient access to a directory of online claim forms.

## **Forms**

Application and enrollment forms, marketing materials and requests for customer service are ready to be completed, downloaded or printed at your convenience.



## Resource Center

Timely reference material and work tools including:

- **HR Guidebooks** to help you navigate the complexities of FMLA, ADA, ERISA, HIPAA and Mergers & Acquisitions
- **Employee service tools** to inform your workforce about assistance services included with Unum coverages
- **Unum news** to provide the latest on our products and services

## Workplace Productivity

Unum partners with you to build stronger employee benefits programs that help you maintain productivity in the workplace. We provide you with information and tools on:

- **Employee assistance services**
  - Information on valuable employee assistance services that are designed to support your employees during life's everyday challenges
- **About our products & services**
  - Integrated benefit solutions that address specific corporate needs for cost control, risk management and productivity
- **Absence management**
  - **Employee absence and your bottom line** – Unum research on the impact of disability on your employee medical costs
  - **Corporate Return-to-Work Program Development**
    - Resources to help you plan better for employee lost time, return employees to work and control the cost of lost time

**For more information, contact your  
Unum service representative, visit  
[www.unum.com/employers](http://www.unum.com/employers),  
or call our Internet Service Center  
(1-877-225-2712, option 2)**