



SYSTEM ONE HOLDINGS, LLC

Your voluntary benefits proposal

Presented by: Professional Group Marketing Inc

UNUM Sales Team:

Address: Chrysler East Building
666 Third Ave. Suite 301
New York, NY
10017

Telephone: (212) 328-8830

Fax: (212) 328-8977

Sales Team: Matthew J Scaravaglione, Sales Consultant
Matthew James Scaravaglione, Sales Consultant

► Future-ready benefit solutions from Unum

Today's top trends — from the stalled economy to health care reform — are having a strong impact on business. Offering Unum voluntary benefits can help you address these important challenges, while doing what's best for your employees and your bottom line. It's a winning strategy for today and the future.

Why include Unum voluntary benefits in your plan?

Partnering with Unum can help you balance the need to manage costs and provide financial protection for your employees. Our voluntary benefits include easy implementation, effective education and responsive customer service.

At the foundation of the Unum offering is a full range of competitive benefits solutions that appeal to a diverse workforce:

- Accident Insurance
- Critical Illness Insurance
- Disability Insurance
- Life Insurance
- Group Hospital Indemnity Insurance

At a time when 49% of employees worry about not having enough emergency savings² if they face an illness or injury — and 33% of consumers believe they do not have enough life insurance³ — these coverages make perfect sense.

Voluntary benefits are budget neutral for the company and affordable for today's employees — a refreshing twist for employers who are looking to add more coverage.

A reform-friendly solution

Many employers are concerned about the 40% "Cadillac" excise tax that will help fund health care reform.

Unum's voluntary benefits are HIPAA-excepted* plans, so they are not subject to the Cadillac tax.

While they give employees more financial protection, they do not increase the actuarial value of your health plan under the current law.

More employers offering voluntary benefits¹

- Since 2011, Unum's voluntary benefits sales increased 10%.
- Since 2001, our voluntary benefits sales have more than quadrupled.

In 2012, 77% of employers with at least 10 employees offered at least one voluntary benefit.⁴

*Critical Illness Insurance is exempt only when paid with post-tax dollars.

1 Unum internal data, 2001-2013.

2 PwC, *2013 Employee Financial Wellness Survey* (2013).

3 LIMRA, *2013 Insurance Barometer Study* (2013).

4 Eastbridge, *MarketVision: The Employer Viewpoint After PPACA* (2012).

► Why Unum?

A market leader in voluntary benefits, powered by financial strength and excellent customer service

Why choose Unum for your voluntary coverage? Our customers recommend us highly.¹

In fact, they give us the highest possible ranking for being “easy to do business with.”

Unum is a Fortune 500 company, and we are ranked as one of America’s Most Reputable Companies.²

Our company is built on a heritage of more than a century in the benefits business — evolving with business and employee needs — and we are a leading provider of voluntary coverage in the U.S.:

Benefit sales ⁴	Ranking
Whole/universal life	#1
Critical illness	#3
Individual short term disability	#3

We use a consultative approach to help you create a benefits strategy that works best for your unique workforce and business goals.

Proven customer satisfaction

Our customers give us high marks:³

95% say they are likely to recommend Unum to others

96% say they are likely to continue using Unum benefits

94% gave Unum positive ratings for overall value

1,3 Harris Interactive, 2013 Unum Employer Loyalty Study (2014).

2 Forbes, “America’s Most Reputable Companies, 2014” (May 13, 2014; accessed Aug. 15, 2014), <http://www.forbes.com/sites/susanadams/2014/05/13/americas-most-reputable-companies-2014/#>.

4 Eastbridge, U.S. Worksite/Voluntary Sales Report, Carrier Results for 2013 (2014).

Support for your company and your employees

At Unum, we have a strong focus on excellent service before, during and after enrollment.

We provide:

- **Effective education and enrollment capabilities**, so employees appreciate the value of their benefits and make informed benefits decisions to best meet their financial protection needs.
- **Comprehensive administration services** — Our people and technology help make it easier for you to manage your employee benefits.
- **A responsive claims process** — Our team responds to claims submissions within four days, delivering fair, objective and thorough assistance during challenging times.

Put our expertise to work for your business

We are in the business of developing benefits solutions to help you build a stronger workforce, and ultimately, a stronger business.

Unum was cited as a top voluntary benefits provider for the following strengths¹

- Product breadth
- Service excellence
- Strong broker and customer relationships
- Extensive use of technology
- Reputation for disability product leadership

¹ Eastbridge, *Voluntary/Worksite Marketing Industry Snapshot and Competitor Profiles* (2014).

► Unum capabilities

A partner with the right resources

At Unum, our goal is to make sure you and your employees have the best benefits experience possible. So we offer expert service and support at every stage of the process — from pre-enrollment through claims.

Here are some of the valuable services Unum can offer your company:

- A full range of effective employee benefits education materials
- Multiple enrollment methods, including telephonic, online and in person, from Unum or one of our many technology partners
- Online benefits administration
- Simplified billing solutions
- Fair, thorough and objective reviews of all claims
- FMLA and leave management services when also purchasing Unum group disability

Our proprietary enrollment and administration systems are designed to deliver consistent results — to save you valuable time and effort, and anticipate your needs.

We have quality controls in place throughout the benefit cycle, from billing to claims through ongoing administration.

And you can count on Unum for local support with a nationwide network of 38 local field offices. We invest in our employees with extensive initial and ongoing training.

We are a company of people serving people, so we make it our business to know your business and provide dedicated support for the unique and evolving needs of your company and employees.

Work with a leader

Unum has been the leading provider of group disability benefits in the U.S. for **38 years**.¹

A network of 36 nationwide local field offices to support you

1 Employee Benefit Plan Review, *Group Accident & Health Surveys 1976-1990* (1977-1991); Gen Re, *U.S. Group Disability Market Surveys 1991-2013* (1992-2014).

Insurance products are underwritten by the subsidiaries of Unum Group.

unum.com

© 2014 Unum Group. All rights reserved. Unum is a registered trademark and marketing brand of Unum Group and its insuring subsidiaries.

MK-3119 (9-14) FOR BROKERS AND EMPLOYERS

► **Implementation**

Dedicated service support from Unum

In the current economy, most companies have to work harder with fewer resources. We provide user-friendly tools to make it easier to administer your employee benefits. And we back it up with the excellent service you expect from an industry leader.

Our voluntary benefits support system is designed to streamline the management of a benefits program — to ease employer effort and deliver a smooth customer experience.

Unum provides local support with voluntary benefits experts at 35 field offices across the country and 600 dedicated home office employees. We process more than 600,000 applications a year. More than 90% of them are submitted electronically.

If you have questions or need assistance, you will have a single contact in each step of the process who knows your business, coverage and objectives.

We work to build long-term relationships to provide:

- Solutions for evolving HR needs
- Enhanced benefit offerings
- Quick responses to employer inquiries

A dedicated resource at your service

Implementation manager

- Your single point of contact for plan implementation
- Creates and maintains the plan set-up timeline
- Coordinates communication between all parties

Service support¹

- More than 600 home office voluntary benefits experts
- Nearly 300 local sales representatives

The customers we serve²

- Over 15,000 employers offer our voluntary benefits
- More than two million policies in force

¹ Unum US internal data, 2010.

² Unum US internal data, 2011.

► **Our billing administration advantages**

Service support enhances your experience

At Unum, we understand that you are juggling many responsibilities at once. That's why we created a team to provide just-in-time training that will refresh you on what you need to know to efficiently manage your role in the Unum voluntary billing experience.

New-account services team

We'll reach out to you as your first bill arrives and walk you through the set-up and ongoing administration, plus help familiarize you with our convenient online tools. And there's even a web tutorial with linked reference documents that you can bookmark as a favorite for 24/7 easy access.

Dedicated representative for ongoing administration

Your assigned, dedicated billing representative will be like an extension of your department and will:

- Manage all billing processes and payroll deduction-related activities
- Work closely with you to ensure accurate and timely billing reconciliations to keep billing status current for you and your workforce
- Be available locally for onsite support, if needed

Other capabilities and services

- Automated expedient bill reconciliation down to the employee level
- Proprietary, secure web services deliver efficient, integrated billing and comprehensive administration. We also offer paper billing for customers who prefer it.

The customers we serve say:

We are ahead of the industry average in:¹

- Overall satisfaction
- Being easy to work with
- Timely customer service
- Keeping promises
- Proactive consulting by designated contact
- Web-based services and overall website quality

¹ Gen Re, Independent survey of customer satisfaction survey results (500-2,499), 4Q2010.

► Unum service

Expert support anticipates your needs

A thorough and efficient implementation is the foundation of every Unum connection, but the ongoing service is what cultivates that connection into a long-term relationship that evolves with your HR and workforce needs.

Local and home office service

In 35 local field offices, Unum has representatives who are able to understand the unique HR needs present in specific geographic markets, industries, and workforces of all sizes.

Our local representatives partner with their home office team of 600 members, who are dedicated to supporting our voluntary benefits customers, and strive to deliver the best service possible.

Local Unum representative

In addition to being your advocate and liaison, your local representative is committed to helping you achieve your short- and long-term benefit objectives by:

- Learning about your benefits and your company culture
- Leveraging expertise in Unum benefits, services and support
- Developing long-term solutions and benefit-plan actions related to business changes

Home office team

We consistently provide the service support that our customers expect to help their HR programs run as smoothly as possible. Our team is available 8 a.m. to 8 p.m. Eastern Time.

Unum expert resources are ready to serve you and your employees¹

- Issue 98% of policies within five days of receipt
- Apply 90% of premium within 10 days of receipt

¹ Unum U.S. internal data, 2010.

► **Benefits administration**

Solutions from Unum

Services that extend the reach of HR

Unum has developed a voluntary benefits support system designed to streamline benefits plan administration, which can help your HR staff save time and money. We take a consultative approach to help you determine which level of service is best for you.

Unum representatives will work with you to determine your enrollment and benefits administration needs up front. Depending on your workforce size, HR capabilities and resources, we may recommend a solution from annual re-enrollment services to ongoing enrollment and benefits administration.

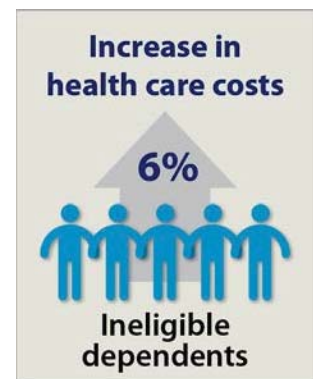
Our web-based solutions — offered by Unum or one of our many partners — can help reduce the cost associated with manual benefits administration by systematically tracking and managing your data on an annual or ongoing basis. And you can rely on Unum for dependable, innovative technology and service excellence.

Increase your benefits ROI

Unum requests eligibility updates of census information from employees as part of our voluntary enrollment. This information can save you money by identifying individuals no longer eligible for coverage, such as dependents no longer within the age limit of a policy, divorced spouses, etc.

This can represent real savings for your company:

- American companies lose an estimated \$22 billion annually paying for the health care of their employees' ineligible dependents.¹
- Ineligible dependents can increase a company's health care costs by up to 6% each year.²



¹ Ceridian, "Dependent Eligibility Audits Bring Employers 'Immediate, Often Staggering' Savings," February 22, 2010.

² Employee Benefits News, "When all else fails, pull a DEVA; Considerations for dependent eligibility verification audits," March 2010.

► **Claims and customer service**

The Unum approach

Support when employees need it most

Unum’s claims philosophy is simple: to deliver a timely response with a fair, thorough and objective review of all claims for employees or their beneficiaries during challenging times.

Employees will receive personal service from knowledgeable claims specialists. The majority of Unum’s professionals have more than eight years of claims experience.

An ongoing process of internal reviews — along with a rigorous compliance and ethics program — assures the highest quality standards are consistently applied to each claim.

Claims are managed in an efficient process that protects the policy holders’ privacy and doesn’t require your HR to get involved.

Responsive service

Unum claims experts will contact your employee promptly to gather diagnostic and contract information. The majority of claims decisions are made within four business days.

Covering all the bases

When an employee submits a claim form, our system searches for other Unum coverage that may apply.

This single-form system makes sure the employee won’t miss out on any applicable benefits. For example, if an employee files a claim for disability leave for a serious accidental injury, we’ll check to see whether he or she has an accident policy or life insurance with accidental death and dismemberment coverage, too.

Employees — or their loved ones — won’t have to fill out duplicate forms at a difficult time.

Responsive service:

- Nine out of 10 Unum voluntary customers are satisfied with overall handling of their claims¹
- Most claims are decided in an average of four days²
- We complete 95% of policy changes within 10 business days³

¹ Market Decisions, telephone-based surveys with short term disability and accident claimants who had received a claim payment between November 2009 and January 2010.

^{2,3} Unum internal data, 2010, 2011.



Call center support

Our U.S.-based call center is available daily for assistance. All calls for service and claims are accurately recorded in our system, so employees don't have to repeat information each time they call. Policy holders can also use our secure web services to access their policies and check their claim status online, reducing the demand on HR.

Our experienced contact center representatives annually take 400,000 service calls — and manage 83% without holding or transferring.² Fewer than 5% of callers hang up before their call is answered.³ Our call center excellence is backed by:

- Nearly 400 highly trained employees
- A 33-point quality assurance program
- Full Spanish language support; and access to additional language support

Unum paid \$194 million in voluntary benefits claims in 2011.¹

^{1,2,3} Unum internal data, 2010, 2011.

unum.com

© 2014 Unum Group. All rights reserved. Unum is a registered trademark and marketing brand of Unum Group and its insuring subsidiaries.

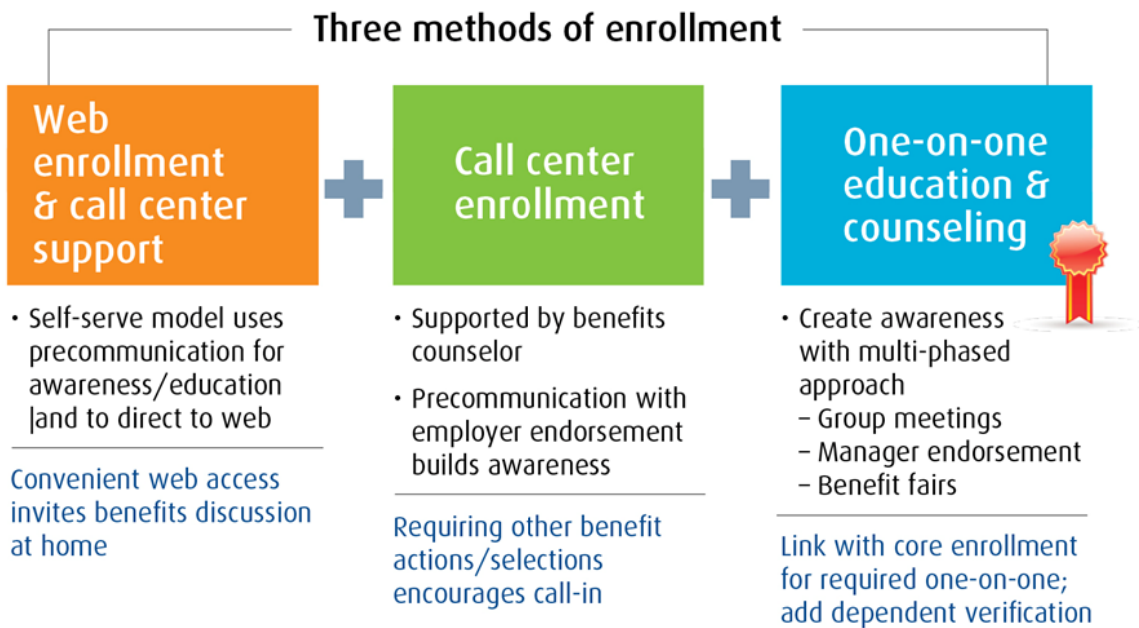
MK-3123 (4-13)

► Unum enrollment

Effective education and flexible enrollment capabilities

Depending on your company’s size, Unum can provide enrollment support through our in-house enrollment service — UnumEnroll — or through our network of more than 30 regional and national enrollment partners with established technology connections.

Either way, you’ll have consultative help in developing an effective enrollment strategy. We offer three enrollment methods, which can be used alone or together to best meet the needs of your workforce.



Driving employee understanding and appreciation

Research shows that *how* benefits information is communicated to employees is as important as the coverage itself.¹

So Unum uses effective education and enrollment strategies to help employees appreciate the value of their benefits and make informed decisions when choosing coverage to meet their financial protection needs.

Our research shows that employees' perceptions of their benefits education correlate to higher levels of job satisfaction — a key driver of employee engagement.²

Our employee education and enrollment services can include:

- Materials to suit employees' individual learning styles and that deliver compliant, consistent messaging across all locations, including:
 - Videos
 - Posters and postcards
 - E-communications
 - Flyers, brochures or benefit booklets
- A dedicated Hispanic benefit education and communication team and materials that are written in Spanish — not just translated — so they have cultural relevance
- Non-commissioned, in-house enrollers (<500 employee cases) — available nationwide, including bi-lingual



The link to higher operating income

Companies with highly engaged workers saw a **19% increase** in their operating income over 12 months.³

Unum's proprietary enrollment platform captures data for all employer-sponsored benefits being enrolled and supports delivery of value-added services.

Comprehensive services add value

A Unum voluntary benefits enrollment can include additional data services at no extra cost to you, which can help maximize the outcome of the enrollment event. These services may include:

- Employee beneficiary updates
- Employee emergency contact updates
- Dependent eligibility verification
- Benefit statements

Unum also supports annual re-enrollment events for changes in coverages and for new hires. It's just one more way we help you and your employees — and ultimately, your business.

Unum enrollment counselors are not paid on commission, so their main focus is on employee benefits education.

^{1,2} Unum, "Beyond the usual benefits: The power of employee benefits to influence workplace satisfaction," May 2010.

³ Towers Watson, "Employee Engagement in Practice," June 2010.



Voluntary Accident & ISTD

Product(s) included in this quote:

- **Group Accident Insurance**
- **Individual Short Term Disability Insurance**



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Group Accident Insurance

Group Accident insurance is designed to help covered employees meet the out-of-pocket expenses and extra bills that can follow an accidental injury, whether minor or catastrophic. Indemnity lump sum benefits are paid directly to the employee based on the amount of coverage listed in the schedule of benefits. The accident base plan is guaranteed issue, so no health questions are required.

Proposed coverage effective date: January 1, 2016

Cost of coverage paid by: Employee

Number of eligible employees: 7000

Policy situs state: Pennsylvania

Eligibility class descriptions: Class 1: All owners, Staff, Salaried Bench and Joule Office Employees; excluding non-executive NJ employees
Class 2: All other W-2 employees

Plan Description	Class 1	Class 2
Type of Plan	On/off job	On/off job
Benefit Option	Options - Medium Benefit Plan Design (does not include Sickness Hospital Confinement) Medium Benefit Plan Design (includes Sickness Hospital Confinement)	Options - Medium Benefit Plan Design (does not include Sickness Hospital Confinement) Medium Benefit Plan Design (includes Sickness Hospital Confinement)
Covered Conditions	See Schedule of Benefits	See Schedule of Benefits
<u>Employee Elected Options</u>		
Sickness Hospital Confinement Benefit	\$100 per day, to a maximum of 30 days, for employees and spouse, and \$75 per day for children.	\$100 per day, to a maximum of 30 days, for employees and spouse, and \$75 per day for children.
Family Coverage Options	Employee, Spouse, Child	Employee, Spouse, Child
Rates	Composite	Composite
Minimum Number of Applications Required for Policy to Issue	2% of approved adult applications based on total eligible employees	2% of approved adult applications based on total eligible employees
Participation Basis for Base Accident	Guaranteed Issue	Guaranteed Issue
Participation Basis for Sickness Hospital Confinement Benefit	Guaranteed Issue: Guaranteed Issue is available from application one. Should participation at the initial enrollment event not meet the expected participation levels, the Underwriting Offer may be changed for future enrollments.	Guaranteed Issue: Guaranteed Issue is available from application one. Should participation at the initial enrollment event not meet the expected participation levels, the Underwriting Offer may be changed for future enrollments.
Evidence of Insurability (Health Questions) for Sickness Hospital Confinement Benefit	At initial enrollment, health questions are not required when first eligible.	At initial enrollment, health questions are not required when first eligible.
Portability	Included	Included



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Plan Description	Class 1	Class 2
Enrollment Frequency	All Scheduled	All Scheduled
Primary Enrollment Method	Employee self service	Employee self service
New Employee Waiting Period	30 days* *For new employees who complete their waiting period on or after the plan effective date, coverage will begin on the first of the month following the date they are approved by Unum which is the first of the month payroll deductions begin.	30 days* *For new employees who complete their waiting period on or after the plan effective date, coverage will begin on the first of the month following the date they are approved by Unum which is the first of the month payroll deductions begin.
Present Employee Waiting Period	0 days* *This is the period of time that current employees must be actively employed before they are eligible for coverage.	0 days* *This is the period of time that current employees must be actively employed before they are eligible for coverage.
Credit Prior Service	Included	Included
Minimum Hours for Eligibility	20 hours per week	20 hours per week
Pre-Tax Capability	Unum does not support the sale of its Voluntary benefits on a pre-tax basis.	Unum does not support the sale of its Voluntary benefits on a pre-tax basis.
<u>Sickness Hospital Confinement Benefit</u> <u>Reenrollment Information</u>	Previously eligible employees and those currently insured may qualify for coverage subject to health questions.	Previously eligible employees and those currently insured may qualify for coverage subject to health questions.

States where enrollment will take place: PA



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Schedule of Benefits

Class 1

Benefits listed below are payable once per covered accident unless otherwise noted.	
Covered Treatments/Services	
<u>Ambulance</u>	
ground	\$400
air	\$1,500
Appliance	\$100
Blood/Plasma/Platelets	\$400
<u>Chiropractic Care Services</u>	
Chiropractic Treatment	3 visits per covered accident, per calendar year
Chiropractic Care Services Dollar Amount	\$25
Emergency Room Treatment	\$150
Emergency Treatment in Physician Office/Urgent Care Facility <i>Either ER room or Physician/Urgent Care benefit is payable once per covered accident</i>	
Physician	\$75
Urgent Care Facility	\$75
<u>Hospitalization Benefits</u>	
Admission; or	\$1,000
Intensive Care Unit Admission <i>Either Admission or Intensive Care Admission benefit is payable once per covered accident</i>	\$1,500
Confinement (per day up to 365 days per covered accident)	\$200
Intensive Care Unit Confinement (per day up to 15 days per covered accident)	\$400
Medical Imaging Test (MRI, MR, CT, CAT, EEG)	\$200
Outpatient Surgery Facility Service	
Knee cartilage, ruptured disc, tendon/ligament/rotator cuff, eye injury, hernia	\$300
Pain Management (epidural)	\$100
Physician Follow-up Visit	2 visits
Physician	\$75
Urgent Care Facility or Hospital	\$75
Rehabilitation Unit Confinement (per day up to 15 days per covered accident, max of 30 days per calendar year)	\$100
<u>Therapy Services</u>	
Occupational, Physical, or Speech Therapy	10 visits
Therapy Services Dollar Amount	\$25



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Class 1

<u>Travel (due to covered accident)</u>		
Lodging (per day up to 30 days per covered accident)		\$150
Transportation more than 50+ miles from residence (up to three trips per covered accident; benefit for injured insured only; max 1200 miles per round trip)		\$0.40
Transportation Maximum		\$1,440
Covered Injuries and Surgical Procedures		
<u>Burns</u>		
2nd Degree		
35 or more square inches of the body surface		\$1,000
3rd Degree		
At least 10 square inches, but less than 20 square inches; or		\$2,500
At least 20 square inches, but less than 35 square inches; or		\$5,000
35 or more square inches of the body surface		\$10,000
<u>Burns - Skin Graft</u>		
Skin Graft for 2 nd or 3 rd degree burns		50%
Skin Graft for any other accidental traumatic loss of skin:		
At least 10 square inches, but less than 20 square inches; or		\$150
At least 20 square inches, but less than 35 square inches; or		\$250
35 or more square inches of the body surface		\$500
Coma		\$10,000
Concussion		\$150
<u>Dental (emergency)</u>		
crown		\$300
extraction		\$100
<u>Dislocation (separated joint)</u>	Closed Reduction	Open Reduction
Hip joint	\$3,000	\$6,000
Knee joint (except patella)	\$1,500	\$3,000
Ankle Bone or Bones of the Foot (other than toes)	\$1,200	\$2,400
Collar Bone (sternoclavicular)	\$750	\$1,500
Lower jaw	\$450	\$900
Shoulder	\$450	\$900
Elbow joint	\$450	\$900
Wrist joint	\$450	\$900
Hand (other than fingers)	\$450	\$900
Collar Bone (acromioclavicular and separation)	\$150	\$300
Finger or Toe joint	\$150	\$300
Incomplete dislocation or dislocation reduction without anesthesia - 25% of the applicable amount for closed reduction of joint involved.		
Eye Injury		\$300



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Class 1

Fracture (broken bone)	Closed Reduction	Open Reduction
Skull (except bones of face or nose), Depressed	\$3,750	\$7,500
Skull (except bones of face or nose), Non-depressed	\$1,500	\$3,000
Hip, Thigh (femur)	\$2,250	\$4,500
Vertebrae, Body of (excluding vertebral processes)	\$1,200	\$2,400
Pelvis	\$1,200	\$2,400
Leg (tibia and/or fibula)	\$1,200	\$2,400
Bones of the Face or Nose (except mandible or maxilla)	\$525	\$1,050
Upper Jaw, Maxilla (except alveolar process)	\$525	\$1,050
Upper Arm between Elbow and Shoulder (humerus)	\$525	\$1,050
Lower Jaw, Mandible (except alveolar process)	\$450	\$900
Shoulder Blade (scapula), Collarbone (clavicle, sternum)	\$450	\$900
Vertebral Processes	\$450	\$900
Forearm (radius and/or ulna), Hand, Wrist (except fingers)	\$450	\$900
Kneecap (patella)	\$450	\$900
Foot (except toes)	\$450	\$900
Ankle	\$450	\$900
Rib	\$375	\$750
Coccyx	\$300	\$600
Finger, Toe	\$75	\$150
Chip fracture - 25% of the applicable amount for closed reduction of the bone listed above.		
<u>Knee cartilage</u>		
torn with surgical repair		\$750
exploratory		\$150
<u>Laceration</u>		
Laceration(s) not requiring stitches		\$25
Repaired by stitches:		
total of all lacerations is less than two inches (5.08 centimeters) long		\$75
total of all lacerations is two to six inches (5.08 to 15.24 centimeters) long		\$300
total of all lacerations is greater than six inches (15.24 centimeters) long		\$600
<u>Prosthetic device</u>		
one		\$750
two or more		\$1,500
<u>Ruptured Disc with Surgical Repair</u>		\$800
<u>Surgery</u>		
open abdominal or thoracic		\$1,500
exploratory without repair		\$150
hernia repair		\$150
<u>Tendon, Ligament and Rotator Cuff</u>		
one with surgical repair		\$800
two or more with surgical repair		\$1,200
exploratory		\$150
Accidental Death/Dismemberment/Loss		



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Class 1

Accidental Death	
Once per lifetime; if payable, Accidental Death - Common Carrier is not payable	
Employee	\$50,000
Spouse	\$20,000
Child	\$10,000
Accidental Death - Common Carrier	
Once per lifetime; if payable, Accidental Death is not payable	
Employee	\$150,000
Spouse	\$60,000
Child	\$30,000
Accidental Dismemberment	
Initial Accidental Dismemberment	
One benefit per covered accident; if payable, Initial Accidental Loss is not payable	
loss of both hands or both feet; or	\$15,000
loss of one hand and one foot; or	\$15,000
loss of one hand or foot; or	\$7,500
loss of two or more fingers, toes or any combination; or	\$1,500
loss of one finger or toe	\$750
Accidental Loss - Paralysis, Sight, Hearing and Speech	
Initial Accidental Loss	
One benefit per accident; if payable, Initial Accidental Dismemberment is not payable	
loss of sight of both eyes; or	\$15,000
loss of sight of one eye; or	\$7,500
loss of the hearing of one ear	\$7,500
Catastrophic Accidental Loss	
Once per lifetime; if payable, Catastrophic Accidental Dismemberment is not payable	
loss of both hands or both feet; or	
loss of both arms or both legs; or	
loss of one hand and one foot; or	
loss of one arm and one leg; or	
loss of use of both arms or both legs; or	
loss of use of one arm and one leg	
<i>Prior to age 65</i>	
employee	\$100,000
spouse	\$50,000
child	\$50,000
<i>Age 65 - 69</i>	
employee	\$50,000
spouse	\$25,000
child	\$25,000
<i>Age 70 and over</i>	
employee	\$25,000
spouse	\$12,500
child	\$12,500



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Schedule of Benefits

Class 2

Benefits listed below are payable once per covered accident unless otherwise noted.	
Covered Treatments/Services	
<u>Ambulance</u>	
ground	\$400
air	\$1,500
Appliance	\$100
Blood/Plasma/Platelets	\$400
<u>Chiropractic Care Services</u>	
Chiropractic Treatment	3 visits per covered accident, per calendar year
Chiropractic Care Services Dollar Amount	\$25
Emergency Room Treatment	\$150
Emergency Treatment in Physician Office/Urgent Care Facility <i>Either ER room or Physician/Urgent Care benefit is payable once per covered accident</i>	
Physician	\$75
Urgent Care Facility	\$75
<u>Hospitalization Benefits</u>	
Admission; or	\$1,000
Intensive Care Unit Admission <i>Either Admission or Intensive Care Admission benefit is payable once per covered accident</i>	\$1,500
Confinement (per day up to 365 days per covered accident)	\$200
Intensive Care Unit Confinement (per day up to 15 days per covered accident)	\$400
Medical Imaging Test (MRI, MR, CT, CAT, EEG)	\$200
Outpatient Surgery Facility Service	
Knee cartilage, ruptured disc, tendon/ligament/rotator cuff, eye injury, hernia	\$300
Pain Management (epidural)	\$100
Physician Follow-up Visit	2 visits
Physician	\$75
Urgent Care Facility or Hospital	\$75
Rehabilitation Unit Confinement (per day up to 15 days per covered accident, max of 30 days per calendar year)	\$100
<u>Therapy Services</u>	
Occupational, Physical, or Speech Therapy	10 visits
Therapy Services Dollar Amount	\$25



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Class 2

<u>Travel (due to covered accident)</u>		
Lodging (per day up to 30 days per covered accident)		\$150
Transportation more than 50+ miles from residence (up to three trips per covered accident; benefit for injured insured only; max 1200 miles per round trip)		\$0.40
Transportation Maximum		\$1,440
Covered Injuries and Surgical Procedures		
<u>Burns</u>		
2nd Degree		
35 or more square inches of the body surface		\$1,000
3rd Degree		
At least 10 square inches, but less than 20 square inches; or		\$2,500
At least 20 square inches, but less than 35 square inches; or		\$5,000
35 or more square inches of the body surface		\$10,000
<u>Burns - Skin Graft</u>		
Skin Graft for 2 nd or 3 rd degree burns		50%
Skin Graft for any other accidental traumatic loss of skin:		
At least 10 square inches, but less than 20 square inches; or		\$150
At least 20 square inches, but less than 35 square inches; or		\$250
35 or more square inches of the body surface		\$500
Coma		\$10,000
Concussion		\$150
<u>Dental (emergency)</u>		
crown		\$300
extraction		\$100
<u>Dislocation (separated joint)</u>	Closed Reduction	Open Reduction
Hip joint	\$3,000	\$6,000
Knee joint (except patella)	\$1,500	\$3,000
Ankle Bone or Bones of the Foot (other than toes)	\$1,200	\$2,400
Collar Bone (sternoclavicular)	\$750	\$1,500
Lower jaw	\$450	\$900
Shoulder	\$450	\$900
Elbow joint	\$450	\$900
Wrist joint	\$450	\$900
Hand (other than fingers)	\$450	\$900
Collar Bone (acromioclavicular and separation)	\$150	\$300
Finger or Toe joint	\$150	\$300
Incomplete dislocation or dislocation reduction without anesthesia - 25% of the applicable amount for closed reduction of joint involved.		
Eye Injury		\$300



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Class 2

Fracture (broken bone)	Closed Reduction	Open Reduction
Skull (except bones of face or nose), Depressed	\$3,750	\$7,500
Skull (except bones of face or nose), Non-depressed	\$1,500	\$3,000
Hip, Thigh (femur)	\$2,250	\$4,500
Vertebrae, Body of (excluding vertebral processes)	\$1,200	\$2,400
Pelvis	\$1,200	\$2,400
Leg (tibia and/or fibula)	\$1,200	\$2,400
Bones of the Face or Nose (except mandible or maxilla)	\$525	\$1,050
Upper Jaw, Maxilla (except alveolar process)	\$525	\$1,050
Upper Arm between Elbow and Shoulder (humerus)	\$525	\$1,050
Lower Jaw, Mandible (except alveolar process)	\$450	\$900
Shoulder Blade (scapula), Collarbone (clavicle, sternum)	\$450	\$900
Vertebral Processes	\$450	\$900
Forearm (radius and/or ulna), Hand, Wrist (except fingers)	\$450	\$900
Kneecap (patella)	\$450	\$900
Foot (except toes)	\$450	\$900
Ankle	\$450	\$900
Rib	\$375	\$750
Coccyx	\$300	\$600
Finger, Toe	\$75	\$150
Chip fracture - 25% of the applicable amount for closed reduction of the bone listed above.		
<u>Knee cartilage</u>		
torn with surgical repair		\$750
exploratory		\$150
<u>Laceration</u>		
Laceration(s) not requiring stitches		\$25
Repaired by stitches:		
total of all lacerations is less than two inches (5.08 centimeters) long		\$75
total of all lacerations is two to six inches (5.08 to 15.24 centimeters) long		\$300
total of all lacerations is greater than six inches (15.24 centimeters) long		\$600
<u>Prosthetic device</u>		
one		\$750
two or more		\$1,500
<u>Ruptured Disc with Surgical Repair</u>		\$800
<u>Surgery</u>		
open abdominal or thoracic		\$1,500
exploratory without repair		\$150
hernia repair		\$150
<u>Tendon, Ligament and Rotator Cuff</u>		
one with surgical repair		\$800
two or more with surgical repair		\$1,200
exploratory		\$150
Accidental Death/Dismemberment/Loss		



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Class 2

Accidental Death	
Once per lifetime; if payable, Accidental Death - Common Carrier is not payable	
Employee	\$50,000
Spouse	\$20,000
Child	\$10,000
Accidental Death - Common Carrier	
Once per lifetime; if payable, Accidental Death is not payable	
Employee	\$150,000
Spouse	\$60,000
Child	\$30,000
Accidental Dismemberment	
Initial Accidental Dismemberment	
One benefit per covered accident; if payable, Initial Accidental Loss is not payable	
loss of both hands or both feet; or	\$15,000
loss of one hand and one foot; or	\$15,000
loss of one hand or foot; or	\$7,500
loss of two or more fingers, toes or any combination; or	\$1,500
loss of one finger or toe	\$750
Accidental Loss - Paralysis, Sight, Hearing and Speech	
Initial Accidental Loss	
One benefit per accident; if payable, Initial Accidental Dismemberment is not payable	
loss of sight of both eyes; or	\$15,000
loss of sight of one eye; or	\$7,500
loss of the hearing of one ear	\$7,500
Catastrophic Accidental Loss	
Once per lifetime; if payable, Catastrophic Accidental Dismemberment is not payable	
loss of both hands or both feet; or	
loss of both arms or both legs; or	
loss of one hand and one foot; or	
loss of one arm and one leg; or	
loss of use of both arms or both legs; or	
loss of use of one arm and one leg	
<i>Prior to age 65</i>	
employee	\$100,000
spouse	\$50,000
child	\$50,000
<i>Age 65 - 69</i>	
employee	\$50,000
spouse	\$25,000
child	\$25,000
<i>Age 70 and over</i>	
employee	\$25,000
spouse	\$12,500
child	\$12,500



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Schedule of Optional Benefits

Class 1

Sickness Hospital Confinement Benefit (per day up to 30 days per covered sickness)		
Employee/Spouse		\$100
Dependent Children	75% of the employees amount	

Class 2

Sickness Hospital Confinement Benefit (per day up to 30 days per covered sickness)		
Employee/Spouse		\$100
Dependent Children	75% of the employees amount	



Benefits & Cost Summary: Group Accident

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Rates and Cost Information

Optional benefit premium is in addition to base premium.

Class 1

Monthly Premium (includes Sickness Hospital Confinement)			
Employee	Employee and Spouse	Employee and Child	Employee, Spouse and Child
\$18.82	\$31.40	\$35.68	\$48.26
Monthly Premium*			
\$16.30	\$26.36	\$30.43	\$40.49

* if applicant fails Sickness Hospital Confinement Medical Underwriting or Sickness Hospital Confinement is not selected

Class 2

Monthly Premium (includes Sickness Hospital Confinement)			
Employee	Employee and Spouse	Employee and Child	Employee, Spouse and Child
\$18.82	\$31.40	\$35.68	\$48.26
Monthly Premium*			
\$16.30	\$26.36	\$30.43	\$40.49

* if applicant fails Sickness Hospital Confinement Medical Underwriting or Sickness Hospital Confinement is not selected

Spouse issue ages 17 through 64 years. Dependent Children issue ages are newborn up to their 26th birthday or through the maximum coverage age defined in the policy.

Rate Guarantee	2 Years (subject to the policy terms)
-----------------------	---------------------------------------

Underwritten by the following subsidiary of Unum Group:

Unum Life Insurance Company of America
2211 Congress St., Portland, ME 04122



Individual Short Term Disability Insurance

Individual short term disability (ISTD) insurance is employee-paid coverage designed for individuals who are unable to work due to a covered sickness or injury. Benefits are generally paid monthly, based on a percentage of earnings.

Proposed coverage effective date: January 1, 2016
Number of eligible employees: 7000
Eligibility class descriptions: Class 2: All other W-2 employees

Plan Description	Class 2
Type of Plan	Non-occupational
Covered Conditions	Covered sickness and off job accident
Benefit Percentage	Percentage Options - 60% 40%
Maximum Benefit Amount	\$3,000
Minimum Benefit Amount	\$400
Issue Ages	17-69 (64 in CA and NY)
Rate Class	A
Rates	Age last birthday, unisex, uni-tobacco
Elimination Period Accident	7 Days or 14 Days
Elimination Period Sickness	7 Days or 14 Days
Benefit Period	6 Months
Family Coverage Options	Employee only
Coverage Effective Date	The first day of the month in which payroll deductions begin
Minimum Number of Applications Required for Policy to Issue	2% of approved adult applications based on total eligible employees
Participation Basis	Guaranteed Issue: Guaranteed Issue is available from application one. Should participation at the initial enrollment event not meet the expected participation level, the Underwriting Offer may be changed for future enrollments.
Evidence of Insurability (Health Questions)	Health questions are not required for amounts up to 60% not to exceed \$3,000.
Waiver of Premium	Included
Guaranteed Renewable	Age 72 - as long as the required premiums are paid
Enrollment Frequency	All Scheduled
Primary Enrollment Method	Employee self service
Definition of Disability	Total
Pre-Existing Condition Period	12/12
Definition of Weekly Earnings	Current Income before Taxes and Deferred Compensation



Benefits & Cost Summary: Individual STD

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

Plan Description	Class 2
New Employee Waiting Period	30 days *For new employees who complete their waiting period on or after the plan effective date, coverage will begin on the first of the month following the date they are approved by Unum which is the first of the month payroll deductions begin.
Present Employee Waiting Period	0 days* *This is the period of time that current employees must be actively employed before they are eligible for coverage .
Minimum Hours for Eligibility	20 hours per week
Pre-Tax Capability	Unum does not support the sale of its Voluntary benefits on a pre-tax basis.
Reenrollment Information	
Increase Coverage Levels for Currently Enrolled Employees	Currently enrolled employees may purchase an increase in coverage of \$200 subject to health questions. Total coverage cannot exceed the highest benefit percentage of salary available on the plan up to \$3,000.
Coverage Levels for Previously Eligible Employees Not Currently Enrolled	Previously eligible employees not currently enrolled may qualify for coverage at any level subject to health questions.

States where enrollment will take place: PA
(Actual enrollment states will depend on product availability.)

Rates and Cost Information

Pennsylvania Rates. Rates may vary by enrollment state.

Monthly Premiums

Class 1 Only

Premium illustrates base product premium only; optional rider premium is in addition to base premium.

40% of Monthly Income for 14 Days Accident / 14 Days Sickness / 6 Months Benefit			
		Issue Ages 17-49	Issue Age 50-69
Monthly Income Range	Maximum Monthly Benefit	Sickness and Off Job Accident	Sickness and Off Job Accident
\$751 - \$1,000	\$400	\$12.27	\$16.34
\$1,001 - \$1,250	\$500	\$15.30	\$20.41
\$1,251 - \$1,500	\$600	\$18.38	\$24.49
\$1,501 - \$1,750	\$700	\$21.45	\$28.56
\$1,751 - \$2,000	\$800	\$24.49	\$32.68
\$2,001 - \$2,250	\$900	\$27.56	\$36.75
\$2,251 - \$2,500	\$1,000	\$30.64	\$40.82
\$2,501 - \$2,750	\$1,100	\$33.67	\$44.90
\$2,751 - \$3,000	\$1,200	\$36.75	\$48.97
\$3,001 - \$3,250	\$1,300	\$39.78	\$53.04
\$3,251 - \$3,500	\$1,400	\$42.86	\$57.16
\$3,501 - \$3,750	\$1,500	\$45.94	\$61.23
\$3,751 - \$4,000	\$1,600	\$48.97	\$65.31



Benefits & Cost Summary: Individual STD

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

40% of Monthly Income for 14 Days Accident / 14 Days Sickness / 6 Months Benefit			
		Issue Ages 17-49	Issue Age 50-69
Monthly Income Range	Maximum Monthly Benefit	Sickness and Off Job Accident	Sickness and Off Job Accident
\$4,001 - \$4,250	\$1,700	\$52.05	\$69.38
\$4,251 - \$4,500	\$1,800	\$55.08	\$73.45
\$4,501 - \$4,750	\$1,900	\$58.16	\$77.53
\$4,751 - \$5,000	\$2,000	\$61.23	\$81.60
\$5,001 - \$5,250	\$2,100	\$64.27	\$85.72
\$5,251 - \$5,500	\$2,200	\$67.34	\$89.79
\$5,501 - \$5,750	\$2,300	\$70.42	\$93.86
\$5,751 - \$6,000	\$2,400	\$73.45	\$97.94
\$6,001 - \$6,250	\$2,500	\$76.53	\$102.01
\$6,251 - \$6,500	\$2,600	\$79.56	\$106.08
\$6,501 - \$6,750	\$2,700	\$82.64	\$110.20
\$6,751 - \$7,000	\$2,800	\$85.72	\$114.27
\$7,001 - \$7,250	\$2,900	\$88.75	\$118.35
\$7,251 - \$7,500	\$3,000	\$91.83	\$122.42
60% of Monthly Income for 14 Days Accident / 14 Days Sickness / 6 Months Benefit			
		Issue Ages 17-49	Issue Age 50-69
Monthly Income Range	Maximum Monthly Benefit	Sickness and Off Job Accident	Sickness and Off Job Accident
\$501 - \$666	\$400	\$12.27	\$16.34
\$667 - \$833	\$500	\$15.30	\$20.41
\$834 - \$1,000	\$600	\$18.38	\$24.49
\$1,001 - \$1,166	\$700	\$21.45	\$28.56
\$1,167 - \$1,333	\$800	\$24.49	\$32.68
\$1,334 - \$1,500	\$900	\$27.56	\$36.75
\$1,501 - \$1,666	\$1,000	\$30.64	\$40.82
\$1,667 - \$1,833	\$1,100	\$33.67	\$44.90
\$1,834 - \$2,000	\$1,200	\$36.75	\$48.97
\$2,001 - \$2,166	\$1,300	\$39.78	\$53.04
\$2,167 - \$2,333	\$1,400	\$42.86	\$57.16
\$2,334 - \$2,500	\$1,500	\$45.94	\$61.23
\$2,501 - \$2,666	\$1,600	\$48.97	\$65.31
\$2,667 - \$2,833	\$1,700	\$52.05	\$69.38
\$2,834 - \$3,000	\$1,800	\$55.08	\$73.45
\$3,001 - \$3,166	\$1,900	\$58.16	\$77.53
\$3,167 - \$3,333	\$2,000	\$61.23	\$81.60
\$3,334 - \$3,500	\$2,100	\$64.27	\$85.72
\$3,501 - \$3,666	\$2,200	\$67.34	\$89.79
\$3,667 - \$3,833	\$2,300	\$70.42	\$93.86
\$3,834 - \$4,000	\$2,400	\$73.45	\$97.94
\$4,001 - \$4,166	\$2,500	\$76.53	\$102.01
\$4,167 - \$4,333	\$2,600	\$79.56	\$106.08
\$4,334 - \$4,500	\$2,700	\$82.64	\$110.20
\$4,501 - \$4,666	\$2,800	\$85.72	\$114.27
\$4,667 - \$4,833	\$2,900	\$88.75	\$118.35
\$4,834 - \$5,000	\$3,000	\$91.83	\$122.42



Benefits & Cost Summary: Individual STD

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

40% of Monthly Income for 7 Days Accident / 7 Days Sickness / 6 Months Benefit			
		Issue Ages 17-49	Issue Age 50-69
Monthly Income Range	Maximum Monthly Benefit	Sickness and Off Job Accident	Sickness and Off Job Accident
\$751 - \$1,000	\$400	\$16.73	\$21.02
\$1,001 - \$1,250	\$500	\$20.93	\$26.26
\$1,251 - \$1,500	\$600	\$25.09	\$31.51
\$1,501 - \$1,750	\$700	\$29.30	\$36.75
\$1,751 - \$2,000	\$800	\$33.46	\$42.04
\$2,001 - \$2,250	\$900	\$37.66	\$47.28
\$2,251 - \$2,500	\$1,000	\$41.82	\$52.52
\$2,501 - \$2,750	\$1,100	\$45.98	\$57.77
\$2,751 - \$3,000	\$1,200	\$50.18	\$63.01
\$3,001 - \$3,250	\$1,300	\$54.34	\$68.25
\$3,251 - \$3,500	\$1,400	\$58.55	\$73.54
\$3,501 - \$3,750	\$1,500	\$62.71	\$78.78
\$3,751 - \$4,000	\$1,600	\$66.91	\$84.03
\$4,001 - \$4,250	\$1,700	\$71.07	\$89.27
\$4,251 - \$4,500	\$1,800	\$75.27	\$94.51
\$4,501 - \$4,750	\$1,900	\$79.43	\$99.76
\$4,751 - \$5,000	\$2,000	\$83.64	\$105.00
\$5,001 - \$5,250	\$2,100	\$87.80	\$110.29
\$5,251 - \$5,500	\$2,200	\$92.00	\$115.53
\$5,501 - \$5,750	\$2,300	\$96.16	\$120.77
\$5,751 - \$6,000	\$2,400	\$100.32	\$126.02
\$6,001 - \$6,250	\$2,500	\$104.52	\$131.26
\$6,251 - \$6,500	\$2,600	\$108.68	\$136.50
\$6,501 - \$6,750	\$2,700	\$112.89	\$141.79
\$6,751 - \$7,000	\$2,800	\$117.05	\$147.03
\$7,001 - \$7,250	\$2,900	\$121.25	\$152.28
\$7,251 - \$7,500	\$3,000	\$125.41	\$157.52
60% of Monthly Income for 7 Days Accident / 7 Days Sickness / 6 Months Benefit			
		Issue Ages 17-49	Issue Age 50-69
Monthly Income Range	Maximum Monthly Benefit	Sickness and Off Job Accident	Sickness and Off Job Accident
\$501 - \$666	\$400	\$16.73	\$21.02
\$667 - \$833	\$500	\$20.93	\$26.26
\$834 - \$1,000	\$600	\$25.09	\$31.51
\$1,001 - \$1,166	\$700	\$29.30	\$36.75
\$1,167 - \$1,333	\$800	\$33.46	\$42.04
\$1,334 - \$1,500	\$900	\$37.66	\$47.28
\$1,501 - \$1,666	\$1,000	\$41.82	\$52.52
\$1,667 - \$1,833	\$1,100	\$45.98	\$57.77
\$1,834 - \$2,000	\$1,200	\$50.18	\$63.01
\$2,001 - \$2,166	\$1,300	\$54.34	\$68.25
\$2,167 - \$2,333	\$1,400	\$58.55	\$73.54
\$2,334 - \$2,500	\$1,500	\$62.71	\$78.78
\$2,501 - \$2,666	\$1,600	\$66.91	\$84.03
\$2,667 - \$2,833	\$1,700	\$71.07	\$89.27
\$2,834 - \$3,000	\$1,800	\$75.27	\$94.51
\$3,001 - \$3,166	\$1,900	\$79.43	\$99.76
\$3,167 - \$3,333	\$2,000	\$83.64	\$105.00
\$3,334 - \$3,500	\$2,100	\$87.80	\$110.29
\$3,501 - \$3,666	\$2,200	\$92.00	\$115.53



Benefits & Cost Summary: Individual STD

SYSTEM ONE HOLDINGS, LLC

Voluntary Accident & ISTD

60% of Monthly Income for 7 Days Accident / 7 Days Sickness / 6 Months Benefit			
		Issue Ages 17-49	Issue Age 50-69
Monthly Income Range	Maximum Monthly Benefit	Sickness and Off Job Accident	Sickness and Off Job Accident
\$3,667 - \$3,833	\$2,300	\$96.16	\$120.77
\$3,834 - \$4,000	\$2,400	\$100.32	\$126.02
\$4,001 - \$4,166	\$2,500	\$104.52	\$131.26
\$4,167 - \$4,333	\$2,600	\$108.68	\$136.50
\$4,334 - \$4,500	\$2,700	\$112.89	\$141.79
\$4,501 - \$4,666	\$2,800	\$117.05	\$147.03
\$4,667 - \$4,833	\$2,900	\$121.25	\$152.28
\$4,834 - \$5,000	\$3,000	\$125.41	\$157.52

Maximum Percent of Income not to exceed 40% in CA, HI, NJ, NY and RI.

Vermont - All policies include the Mental Illness Rider. Coverage will be provided for 100% of the base benefit amount with a maximum benefit duration of 24 months. Special rates will reflect the inclusion of the required benefit.

Mental Illness Rider is mandatory in California and Vermont.

Underwritten by the following subsidiary of Unum Group:

Provident Life and Accident Insurance Company

1 Fountain Square, Chattanooga, TN 37402

In New York, coverage is underwritten by:

First Unum Life Insurance Company

666 3rd Avenue, Suite 301, New York, NY 10017



Hospital

Product(s) included in this quote:

- **Group Hospital Indemnity Insurance**



Group Hospital Indemnity Insurance

Group Hospital Indemnity insurance is designed to help provide financial protection for covered individuals by paying a benefit due to a hospitalization and in some cases, for treatment received for an accident or sickness, even if that treatment occurs outside the hospital. Employees can use the benefit to meet the out-of-pocket expenses and extra bills that can occur. Indemnity lump sum benefits are paid directly to the employee based on the amount of coverage listed, regardless of the actual cost of treatment.

Proposed coverage effective date: January 1, 2016

Cost of coverage paid by: Employee

Number of eligible employees: 7000

Policy situs state: Pennsylvania

Eligibility class descriptions: Class 1: All owners, Staff, Salaried Bench and Joule Office Employees; excluding non-executive NJ employees
Class 2: All other W-2 employees

<u>Plan Description</u>	Class 1	Class 2
Hospital Admission	\$5,000 per insured per calendar year	\$5,000 per insured per calendar year
Daily Hospital Confinement	\$400 per day, to a maximum of 20 days per calendar year	\$400 per day, to a maximum of 20 days per calendar year
Hospital Intensive Care Unit Confinement	\$800 per day, to a maximum of 20 days per calendar year	\$800 per day, to a maximum of 20 days per calendar year
Emergency Room Treatment	Accident Only: \$150 per insured per calendar year	Accident Only: \$150 per insured per calendar year
Ambulance transport	\$100 per trip once per calendar year	\$100 per trip once per calendar year
Air ambulance transport	\$500 per trip once per calendar year	\$500 per trip once per calendar year
Enhanced Admission Payout	5 Years: +10% 7 Years: +15% 10 Years: +20%	5 Years: +10% 7 Years: +15% 10 Years: +20%
Portability	Not Included	Not Included
Wellness Benefit	\$100 per insured per calendar year	\$100 per insured per calendar year
Family Coverage Options	Employee, Spouse, Child Employee must have coverage in order for spouse and child to have coverage.	Employee, Spouse, Child Employee must have coverage in order for spouse and child to have coverage.
Rates	Issue Age; unisex	Issue Age; unisex
Minimum Number of Applications Required for Policy to Issue	2% of approved adult applications based on total eligible employees	2% of approved adult applications based on total eligible employees



Benefits & Cost Summary: Group Hospital Indemnity

SYSTEM ONE HOLDINGS, LLC

Hospital

Plan Description	Class 1	Class 2
Participation Basis	Guaranteed Issue: Guaranteed Issue is available from application one. Should participation at the initial enrollment event not meet the expected participation level, the Underwriting Offer may be changed for future enrollments.	Guaranteed Issue: Guaranteed Issue is available from application one. Should participation at the initial enrollment event not meet the expected participation level, the Underwriting Offer may be changed for future enrollments.
Evidence of Insurability (Health Questions)	Employee/Spouse At initial enrollment, health questions are not required for the employee or spouse when first eligible.	Employee/Spouse At initial enrollment, health questions are not required for the employee or spouse when first eligible.
Pre-existing Condition Period	3/12	3/12
Enrollment Frequency	All Scheduled	All Scheduled
Primary Enrollment Method	Employee self service	Employee self service
New Employee Waiting Period	30 days	30 days
Present Employee Waiting Period	0 days	0 days
Credit Prior Service	Included	Included
Minimum Hours for Eligibility	20 hours per week	20 hours per week
Pre-Tax Capability	Unum does not support the sale of its Voluntary benefits on a pre-tax basis.	Unum does not support the sale of its Voluntary benefits on a pre-tax basis.
<u>Reenrollment Information</u>		
Coverage for Previously Eligible Employees Not Currently Enrolled	Previously eligible employees not currently enrolled may qualify for coverage subject to health questions.	Previously eligible employees not currently enrolled may qualify for coverage subject to health questions.
Coverage for Previously Eligible Spouses Not Currently Enrolled	Previously eligible spouses not currently enrolled may qualify for coverage subject to health questions.	Previously eligible spouses not currently enrolled may qualify for coverage subject to health questions.

States where enrollment will take place: PA

Notice relative to Group Hospital Indemnity: This group hospital indemnity plan is exempt from requirements under the Affordable Care Act (ACA). It does not meet the definition of minimum essential coverage under the ACA and will not satisfy the individual responsibility requirement of the ACA.

Rates and Cost Information

Class 1

Monthly Premium (includes Wellness)				
Age Band	Employee	Employee and Spouse	Employee and Child	Employee, Spouse and Child
17 - 49	\$78.89	\$142.16	\$114.80	\$178.07
50 - 59	\$109.01	\$217.74	\$144.92	\$253.65
60 - 64	\$153.86	\$321.09	\$189.77	\$357.00
65 +	\$219.26	\$455.14	\$255.17	\$491.05



Benefits & Cost Summary: Group Hospital Indemnity

SYSTEM ONE HOLDINGS, LLC

Hospital

Class 2

Monthly Premium (includes Wellness)				
Age Band	Employee	Employee and Spouse	Employee and Child	Employee, Spouse and Child
17 - 49	\$78.89	\$142.16	\$114.80	\$178.07
50 - 59	\$109.01	\$217.74	\$144.92	\$253.65
60 - 64	\$153.86	\$321.09	\$189.77	\$357.00
65 +	\$219.26	\$455.14	\$255.17	\$491.05

Note: Family Coverage Options assume Employee and Spouse are in the same Age Band. If Employee and Spouse are in different Age Bands, the final Monthly Premium amounts will be different.

Spouse issue ages are 17 through 64 years. Dependent Children issue ages are newborn up to their 26th birthday or to the maximum coverage age defined in the policy.

Rate Guarantee	2 Years (subject to the policy terms)
-----------------------	---------------------------------------

Underwritten by the following subsidiary of Unum Group:

Unum Life Insurance Company of America
2211 Congress St., Portland, ME 04122



Group Accident Insurance

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

Enrollment Frequency

Scheduled

Eligible Employees may apply for coverage at a scheduled enrollment period. If the plan includes employee choices, employees may increase only during a scheduled enrollment period and within plan design limits. Employees applying for or increasing coverage may be required to submit Evidence of Insurability (EOI). Decreases can be made at anytime and do not require EOI.

Portability

Allows an employee who has been insured under the policy to continue Group Accident coverage at group rates when; employment ends or when the policy is terminated by the policyholder and is not being replaced. An employee must apply for coverage and pay the first premium within 31 days of the continuation event.

New Employee Waiting Period

This represents the period that a new employee, hired after the effective date of the plan, will have to wait to be eligible for coverage. Please see the plan description section of the Benefits and Cost Summary for the waiting period duration.

Present Employee Waiting Period

This represents the period that a current employee will have to wait to be eligible for coverage. This applies only at the initial enrollment event. Please see the plan description section of the Benefits and Cost Summary for the waiting period duration.

Credit Prior Service

Credit prior service allows Unum to apply a prior period of work with the Employer toward the eligibility waiting period.

Evidence of Insurability

Evidence of Insurability is a statement of the employee and/or spouse medical history, which Unum will use to determine if the applicant will be approved for the Sickness Hospital Confinement coverage.

Exclusions

Unum will not pay any benefits for a claim that is caused by, contributed to by or occurs as a result of:

- being on active duty as a member of the armed forces of any nation, or losses sustained or expenses incurred as a result of act of war, whether declared or undeclared;
- committing acts of terrorism;
- riding in or driving any motor-driven vehicle in a race, stunt show or speed test;
- operating, learning to operate, serving as a crew member of or jumping, parachuting, or falling from any aircraft or hot air balloon, including those which are not motor-driven. This does not include flying as a fare paying passenger;
- engaging in hang-gliding, bungee jumping, sailgliding, parasailing, parakiting;
- participating or attempting to participate in a felony, being engaged in an illegal occupation or being incarcerated in a penal institution;
- committing or trying to commit suicide or injuring oneself intentionally;
- practicing for or participating in any semi-professional or professional competitive athletic contests for which any type of compensation or remuneration is received;



- having any sickness or declining process caused by a sickness, including physical or mental infirmity including any treatment for allergic reactions. Unum also will not pay benefits to diagnose or treat the sickness. Sickness means any illness, infection, disease or any other abnormal physical condition which is not caused by an injury.

In addition to the Exclusions listed above, Unum will also not pay the Catastrophic Accidental Loss benefit for the following injuries that are caused by or are the result of:

- an insured's being intoxicated or under the influence of any narcotic unless administered on the advice of a physician; or
- injuries to a dependent child received during the birth.

Limitations and Exclusions for Hospital Confinement due to Covered Sickness

Unum will not pay any benefits for a claim that is caused by, contributed to by or occurs as a result of:

- participating in war or act of war, whether declared or undeclared;
- committing acts of terrorism;
- treatment for alcoholism or drug addiction, unless the insured is addicted to a narcotic taken on the advice of a physician;
- treatment for dental care or dental care procedures;
- elective procedures and/or cosmetic surgery or reconstructive surgery, unless it is a result of trauma, infection or other diseases;
- having a pre-existing condition as described and limited by this benefit;
- hospital confinement caused by, contributed to by, or resulting from your Mental Illness. However, dementia as a result of stroke, trauma, viral infection, Alzheimer's disease or other conditions not listed which are not usually treated by a mental health provider or other qualified provider using psychotherapy, psychotropic drugs, or other similar methods of treatment are covered under this Policy;
- any hospital confinement of a newborn following the birth unless the newborn is sick or injured.



Insured Coverage Termination

An insured's (employee or dependent) coverage under the policy will end on the earliest of:

- date the policy is cancelled;
- date the insured is no longer in an eligible group;
- date the eligible group is no longer covered;
- date of insured's death;
- last day of the period for which contributions were made;
- last day the insured is in active employment;
- date spouse no longer meets the definition of spouse;
- date of divorce or annulment;
- date dependent child(ren) no longer meets the definition of dependent child(ren); or
- however, as long as premium is paid as required, coverage will continue if you elect to continue coverage under the Portability provision or in accordance with the layoff and leave of absence provisions of the policy.

If dependent coverage is present and the employee chooses to cancel spouse and/or child coverage under the policy, coverage for the spouse and/or child ends on the first of the month following the date notification is provided to the Plan Administrator.

Unum will provide coverage for a payable claim which occurs while the insured is covered under the policy.

Underwritten by the following subsidiary of Unum Group:

Unum Life Insurance Company of America
2211 Congress St, Portland ME 04122



Group Hospital Indemnity Insurance

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

Enrollment Frequency

Scheduled

Eligible Employees may apply for coverage at a scheduled enrollment period. If the plan includes employee choices, employees may increase only during a scheduled enrollment period and within plan design limits. Employees applying for or increasing coverage may be required to submit Evidence of Insurability (EOI). Decreases can be made at anytime and do not require EOI.

Wellness Benefit

Coverage Amount \$100

Unum will pay the Wellness Benefit once per insured per calendar year while coverage is inforce.

Wellness tests are:

- Blood test for triglycerides;
- Bone marrow aspiration or biopsy;
- CA 15-3 (blood test for breast cancer);
- CA-125 (blood test for ovarian cancer);
- CEA (blood test for colon cancer);
- Carotid Doppler;
- Chest x-ray;
- Colonoscopy;
- Echocardiogram;
- Electrocardiogram;
- Fasting blood glucose test;
- Fasting plasma glucose (FPG);
- Hemoglobin A1C(HbA1c);
- Flexible sigmoidoscopy;
- Hemocult stool analysis;
- Mammography;
- Pap smear;
- PSA (blood test for prostate cancer);
- Serum cholesterol test to determine HDL and LDL levels;
- Serum protein electrophoresis (blood test for myeloma);
- Skin cancer biopsy;
- Stress test on a bicycle or treadmill;
- Thermography;
- Thin prep pap test;
- Two hour post-load plasma glucose; or
- Virtual colonoscopy

Pre-existing Conditions

3/12

This plan will not pay benefits for a claim resulting from a pre-existing condition.

Under this 3/12 plan, a pre-existing condition:

- Includes any sickness or injury or symptoms of a sickness or injury, whether diagnosed or not, for which the insured received medical treatment, medical advice, care or services including diagnostic measures, took prescribed drugs or medicine or had been prescribed drugs or medicine to be taken during the 3 months just prior to his or her coverage effective date, and
- For which the date of covered loss is in the first 12 months after his or her coverage effective date

New Employee Waiting Period

This represents the period that a new employee, hired after the effective date of the plan, will have to wait to be eligible for coverage. Please see the plan description section of the Benefits and Cost Summary for the waiting period duration.



Present Employee Waiting Period

This represents the period that a current employee will have to wait to be eligible for coverage. This applies only at the initial enrollment event. Please see the plan description section of the Benefits and Cost Summary for the waiting period duration.

Credit Prior Service

Credit prior service allows Unum to apply a prior period of work with the Employer toward the eligibility waiting period.

Evidence of Insurability

Evidence of Insurability is a statement of the employee and/or spouse medical history, which Unum will use to determine if the applicant will be approved for the Hospital Indemnity coverage.

Limitations and Exclusions

Unum will not pay any benefits for a claim that is caused by, contributed to by or occurs as a result of:

- being on active duty as a member of the armed forces of any nation, or losses sustained or expenses incurred as a result of an act of war, whether declared or undeclared;
- committing acts of terrorism;
- treatment for alcoholism or drug addiction, unless the insured is addicted to a narcotic taken on the advice of a physician;
- treatment for dental care or dental procedures, unless treatment is the result of a covered accident;
- elective procedures and/or cosmetic surgery or reconstructive surgery, unless it is a result of trauma, infection or other diseases;
- participating or attempting to participate in a felony or being engaged in an illegal occupation;
- any pregnancy of a dependent child, including services rendered to her child after birth;
- committing or trying to commit suicide or injuring oneself intentionally;
- hospital confinement caused by, contributed to by, or resulting from mental illness. However, dementia as a result of stroke, trauma, viral infection, Alzheimer's disease or other conditions not listed which are not usually treated by a mental health provider or other qualified provider using psychotherapy, psychotropic drugs, or other similar methods of treatment are covered under this policy;
- any hospital confinement of a newborn following the birth unless the newborn is sick or injured.

Termination of Employee Coverage

If the insured chooses to cancel his or her coverage under the policy, his or her coverage will end on the first of the month following the date he or she provides notification to his or her employer.

Otherwise, the insured's coverage under the policy ends on the earliest of the:

- date this policy is cancelled;
- date the insured is no longer in an eligible group;
- date the insured's eligible group is no longer covered;
- date of the insured's death;
- last day of the period for which the insured made any required contributions; or
- last day the insured is in active employment.

However, as long as premium is paid as required, coverage will continue in accordance with the layoff, leave of absence, and absence due to injury or sickness provisions of this policy.

Unum will provide coverage for a payable claim which occurs while the insured is covered under this policy.



Termination of Spouse Coverage

If the insured chooses to cancel his or her spouse's coverage under the policy, coverage for his or her spouse ends on the first of the month following the date he or she provides notification to his or her employer.

Otherwise, spouse coverage under the policy ends on the earliest of the:

- date this policy is cancelled;
- date the insured is no longer in an eligible group;
- date the insured's eligible group is no longer covered;
- date of the insured's death;
- last day of the period for which the insured made any required contributions;
- last day the insured is in active employment;
- date the insured's coverage under the policy ends;
- date the insured's spouse no longer meets the definition of spouse; or
- date of divorce or annulment.

However, as long as premium is paid as required, coverage will continue in accordance with the layoff, leave of absence, and absence due to injury or sickness provisions of this policy.

Unum will provide coverage for a payable claim which occurs while the insured's spouse is covered under this policy.

Termination of Dependent Child(ren) Coverage

If the insured chooses to cancel his or her dependent child(ren)'s coverage under the policy, coverage for his or her dependent child(ren) ends on the first of the month following the date he or she provides notification to his or her employer.

Otherwise, dependent child(ren) coverage under the policy ends on the earliest of the:

- date this policy is cancelled;
- date the insured is no longer in an eligible group;
- date the insured's eligible group is no longer covered;
- date of the insured's death;
- last day of the period for which the insured made any required contributions;
- last day the insured is in active employment;
- date the insured's coverage under the policy ends; or
- date the insured's dependent child(ren) no longer meets the definition of dependent child(ren).

However, as long as premium is paid as required, coverage will continue in accordance with the layoff, leave of absence, and absence due to injury or sickness provisions of this policy.

Unum will provide coverage for a payable claim which occurs while the insured's dependent child(ren) is covered under this policy.

Underwritten by the following subsidiary of Unum Group:

Unum Life Insurance Company of America
2211 Congress St, Portland ME 04122



Individual Short Term Disability Insurance

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

Enrollment Frequency

Scheduled

Eligible Employees may apply for coverage at a scheduled enrollment period. If the plan includes employee choices, employees may increase only during a scheduled enrollment period and within plan design limits. Employees applying for or increasing coverage may be required to submit Evidence of Insurability (EOI). Decreases can be made at anytime and do not require EOI.

Non-Occupational Plan Design

Coverage for sickness and off-the-job accidents.

Definition of Benefit Period

The benefit period is the length of time benefits are payable for a covered disabling condition.

Rates and Cost Information

One rate class is assigned per account, based on industry.

Definition of Elimination Period

The elimination period is the length of time of continuous disability that must be satisfied before the employee is eligible to receive benefits.

Definition of Total Disability

An employee is considered disabled when Unum determines that:

- during the first two years of disability the employee is unable to perform the duties of his or her occupation, is not engaged in any occupation and is under the care of a physician; and
- after the second year of disability, if applicable, the employee is unable to perform the duties of any occupation for which he or she is fitted by education, training or experience, is not engaged in any occupation and is under the care of a physician.

Pre-Existing Conditions

Benefits for a pre-existing condition will not be paid during the first 12 months the policy is in force. A pre-existing condition means a sickness or physical condition for which the insured individual received medical treatment, consultation, or has taken medicine, or exhibited symptoms that would cause a person to seek medical treatment, within the 12 months just prior to his or her coverage effective date.

Offsets

- Individual offsets
 - All inforce disability coverage with Unum will be offset against the short term disability insurance coverage applied for by the employee.
 - No offsets will apply to benefit amounts up to the Guaranteed/Modified Issue limits.
- State Cash Sickness
 - For California, Hawaii, New Jersey, New York and Rhode Island the maximum percentage of salary coverage allowed will be limited to 40% not to exceed the plan maximum.



Waiver of Premium

Included in policy, waives premium after 90 days of total disability or after the elimination period (whichever is greater) up to the maximum benefit period.

State Exceptions

California residents must apply using a CA application.

Michigan and New Hampshire - Special rates

South Carolina - Special forms required at solicitation for applicants age 65 or older.

California, Georgia, Idaho, Maine, Montana, Nevada, New Hampshire, Oregon, Texas, West Virginia and Wisconsin - Outline of coverage required at time of application.

Kansas, Montana and Oklahoma - Pregnancy exclusion does not apply.

Idaho - 6-month pre-existing condition period

Vermont - All policies include the Mental Illness Rider. Coverage will be provided for 100% of the base benefit amount with a maximum benefit duration of 24 months. Special rates will reflect the inclusion of the required benefit.

Mental Illness Rider is mandatory in California and Vermont. In California the Mental Illness Rider provides a benefit equal to 100% of the policy benefit.

Exclusions

We will not pay benefits for losses that are caused by or occur as the result of:

- war or act of war, whether declared or undeclared;
- riding in or driving any motor-driven vehicle in a race, stunt show or speed test;
- operating, learning to operate, serving as a crew member of or jumping or falling from any aircraft, including those which are not motor-driven. This does not include flying as a fare paying passenger;
- engaging in hang-gliding, bungee jumping, parachuting, sail gliding, parasailing or parakiting or any similar activities;
- participating or attempting to participate in an illegal activity and/or being incarcerated in a penal institution;
- committing or trying to commit suicide or injuring him or herself intentionally, whether he or she is sane or not;
- addiction to alcohol or drugs, except for drugs taken as prescribed by the employee's physician;
- having a pre-existing condition as described and limited in this policy;
- practice for or participation in any semi-professional or professional competitive athletic contest for which the employee receives any type of compensation or remuneration;
- having a psychiatric or psychological condition, including but not limited to, affective disorders, neuroses, anxiety, stress and adjustment reactions. However, Alzheimer's disease and other organic senile dementias are covered under this policy;
- having a work-related injury, unless an on-job total disability benefit is shown on the policy schedule; or
- giving childbirth within the first nine months after the coverage effective date as the result of a normal pregnancy, including Cesarean. Complications of a pregnancy will be covered to the same extent as any other covered sickness.

Terminations

The policy will terminate on the earliest of the following:

- written request by the insured individual to terminate the policy;
- failure to pay the premiums for the policy, subject to the grace period allowed;
- the policy anniversary on or following the insured individual's 72nd birthday; or
- death of the insured.

Underwritten by the following subsidiary of Unum Group:

Provident Life and Accident Insurance Company

1 Fountain Square, Chattanooga, TN 37402



Proposal Conditions:

Policies: This proposal is not a contract for insurance. The Benefits and Cost Summary, these Conditions and related Product Highlights and Descriptions which constitute the proposal are only summaries. Any policies issued will contain complete coverage terms, including additional definitions, limitations and exclusions, and will control in the event of a conflict. Unless otherwise stated, this offer includes only Unum's standard policy provisions and services. *Some policies and provisions may vary or not be available in all states.*

Policy Contingencies: This proposal is contingent on the accuracy of all information provided by you or on your behalf, your ability and willingness to complete all required administrative functions, including

- updating Unum of any changes with employees such as employment terminations or canceling payroll deductions
- administering payroll deductions in accordance with employees coverage
- remitting payments to Unum per the billing arrangement for your insurance plan
- cooperation in planning future enrollment events, and fulfillment of all minimum enrollment participation requirements
- adhering to the requirements listed in your insurance proposal, as well as Unum's verification of all information you provided for the proposal and final approval of all risks

Upon failure to satisfy any of these conditions, Unum can withdraw this offer and no policies will be issued.

Policy Delivery and Web Servicing: For group plans, a copy of your insurance policy, certificate booklet and related plan documents will be delivered electronically on Unum's employer secure website. Your employees will also receive certificates for the group coverages they've purchased.

Unum will mail your employees who purchase individual coverages a welcome packet which summarizes coverages purchased. Your employees' policies, including applications will be placed on Unum's employee secure and confidential website for employees to access.

Both the employer and your employees' ability to electronically retrieve and download the documents is deemed to constitute delivery and receipt.

This quote will remain open until the date stated in the Benefits and Costs Summary February 15, 2016 after which time it will automatically expire without notice or further action. Although we do not anticipate doing so, we reserve the right to withdraw or modify this offer at any time. Any change in plan design, eligibility, participation requirements or similar conditions requires written approval from Unum.

Eligibility: Eligibility for coverage under some policies is conditioned on being in active employment in the United States and a United States or Canadian citizen or a permanent United States resident.

Broker Licensing and Appointment. Prior to soliciting sales, insurance representatives must be licensed in the policy situs state and each state where one-on-one solicitations occur. They must also be appointed with the applicable Unum insuring subsidiary. *Unum cannot issue coverage if a representative is not properly licensed and appointed.* Unum is prepared to assist agents in complying with these state regulations. Representatives who need to check their Unum appointment status should call the Broker Compensation Service Center at 1-800-633-7491 opt. 2.

Privacy Conditions: Because of the sensitive and private nature of much of the information available on Unum's secure website-especially information related to insureds-it is important that before you grant access to others they confirm their ability and willingness to keep the information confidential and secure at all times. In addition, you must periodically review your authorized user list and promptly remove anyone who should no longer have access (e.g., former employees or third party brokers, consultants or vendors with whom you are no longer affiliated). By accepting this offer, you agree that Unum may rely on the actions of those to whom you grant access as if they were yours and may rely on the sufficiency of all authorizations you have granted them. You must notify Unum immediately of any breach of security or any unauthorized disclosure of personal information related to insureds by you or anyone to whom you have granted access. Prior to using Unum's secure website, you must agree to the terms of Unum's Internet Services User Agreement.

NOTICE TO ERISA PLAN FIDUCIARIES: When ERISA governs, offering both employer paid and employee paid insurance products under a single ERISA plan and reporting them on a single Form 5500 gives maximum flexibility to employers to determine the proportion of employer and employee funding and to make decisions on how premium is allocated among coverages. The employer's payment obligation is the difference between the total cost of benefits and any employee contributions.



ERISA Support: Unum supports treating all its group policies as employee welfare benefit plans governed by ERISA and will do so unless an employer advises that its plan qualifies for an exemption from ERISA. To assist employers in carrying out their ERISA responsibilities, employers who provide Unum with the necessary information can, in most cases, use Unum's certificate booklets to comply with their initial summary plan description disclosure requirements. Unum also provides employers with the premium and commission information needed to complete Schedule A on Form 5500 for group insurance. Similar information will be provided for other insurance policies, upon request. Please call 1-800-633-7491 for Broker Compensation Services to request such information.

Civil Union and Domestic Partners: Unum complies with all state civil union and domestic partner laws when applicable to our policies.



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 11.50% 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. 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).



Customer Acknowledgement of Proposal:

I acknowledge the terms, conditions, and plan design(s) outlined in this proposal.

Employer Signature

Position and Title
(type or print clearly)

Date

1383591/275707