



Supplemental Individual Disability Insurance Plan

Coverage underwritten by the
following subsidiary of Unum

**Provident Life and Accident
Insurance Company**
1 Fountain Square
Chattanooga, TN 37402

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

**Provident Life and Casualty
Insurance Company**
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Chattanooga, TN 37402

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Developed Specifically For: Saif Corporation
Case #166270

Presented by: Gary Alton

Prepared by: Scott Shoultz
Portland, OR Sales Office

Plan Offering

We recently completed a review of your in-force Supplemental Income Protection insurance plan and are pleased to offer a plan enhancement as outlined below. Enclosed with your plan offering are detailed plan specifications and an offer request document, which must be signed and returned to Unum in order to implement the plan changes. Unum is pleased to partner with you to provide these benefits to your employees. Specifically, your customized plan design includes:

Guaranteed Standard Issue (GSI) Supplemental Individual Disability Insurance Plan Summary

Eligibility	Full-time Employees earning an insurable income of \$200,000 or more
Insurable Income	Base Salary & 100% Bonus
Plan Design	60% of monthly insurable income less LTD to amount of the GSI offer
LTD Plan	50% of Base Salary to a maximum of \$16,500, 100% Employer Paid (Gross-Up)
GSI Benefit Maximum*	\$10,000
Elimination Period	90 days
Benefit Period	To Age 67
Contract Type	Income Series 750
Contributory Status	Employer Paid (Gross-Up)
Participation Requirement	100% of all eligible lives
Discount	25% Multilife
Optional Additional Benefits:	Guaranteed Coverage Increase (GCI) - Annual to cap of GSI offer
	Recovery Benefit - 6 Months
	Residual Disability - Full Benefit Period
	Work Incentive Benefit - 1 Year
	Your Occupation - Full Benefit Period

*Enhancement to plan offer - signatures not required



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Contract Benefits

Income Series 750 Non-Cancellable Contract

Benefit Period

To Age 67

Elimination Period

Benefits begin after a waiting period of 90 days

Income Replacement for Total Disability

- **For the duration of your Benefit Period:** a monthly income benefit will be paid if you are totally disabled in your occupation, which means you are unable to work in your occupation, not working in any other occupation, and are under the care of a physician
- **2 Years Mental Disorder Benefit**

Return-To-Work Benefits

- **Rehabilitation Benefit:** can help you regain your self-sufficiency as soon as possible. While you are disabled and receiving benefits, we may pay rehabilitation expenses not covered by other benefits
- **Work Incentive Benefit:** when you return to work, you will receive a short-term incentive for up to 1 year equal to the difference between your prior income and your current income, for up to 100% income replacement (subject to the maximum benefit amount)
- **Residual Disability Benefit:** you must be under a doctor's care to be eligible for this benefit, which can pay for up to the end of your benefit period. You don't have to be totally disabled to be eligible, but you must still either lose time (due to injury or sickness) from your job or be unable to perform some of your job requirements and incur a loss of earnings of at least 20%

- **Recovery Benefit:** provides a benefit for up to 6 months if you fully recover, return to full-time work in your occupation but you continue to lose earned income due to your prior disability. This provision pays a benefit while you re-establish your earnings base. The amount you get is based on the percentage of earnings you lose

Other Features

- **Voluntary Suspension During Unemployment:** premium payments can be suspended for up to one year from date of unemployment. Any loss incurred during the suspension period is not covered

Optional Benefits

- **Guaranteed Coverage Increase (available up to age 75):** allows employer or employees to increase monthly benefit without evidence of medical insurability up to the GSI Benefit Maximum as salary increases occur

This information is not intended to be a complete description of the insurance coverage available. The policy or its provisions may vary or be unavailable in some states. Contract Provisions, Features and Optional Benefits are based on our standard published issue ages. The policy has exclusions and limitations that may affect any benefits payable. For complete details of coverage and availability, please refer to Policy Form Income Series 750 and contact your Unum representative.



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Plan Specifications

TERMS & CONDITIONS

Who is eligible	<p>This offer is extended to all eligible individuals (as defined under “Eligibility” on page 1) who are U.S. citizens or permanent U.S. residents possessing a green card.</p> <p>On the date of employer census submission, eligibles must be working on a full-time basis without restrictions or limitations due to injury or sickness (20 hours or more per week).</p>
Basis of Issue	<p>A standard offer means no modifications can be made to the contract's premium rate, elimination period, benefit period or monthly benefit amounts to adjust for a pre-existing medical condition.</p> <p>Coverage applied for on a GSI basis cannot exceed this plan design and total coverage to be in-force (includes Group Long Term Disability and Individual Disability Insurance) cannot exceed our issue and participation limits.</p> <p>The GSI benefit may be directly reduced by any inforce individual coverage that was issued by Unum or its affiliated companies on a GSI basis. Unum will not participate with any other active employer-sponsored individual disability GSI program that provides long-term coverage through a non-cancellable or guaranteed renewable contract.</p> <p>Minimum policy size is \$500 - must financially qualify.</p> <p>Coverage effective date will be the policy effective date.</p>
Financial Requirements	<p>We will accept a company-provided census (electronic preferred) listing employee name, date of birth, job title, date of hire and compensation (defined as Insurable Income on Page 1) as income documentation.</p>



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Offer Request

OFFER REQUEST

- The above offer is contingent upon current ratebook and state regulations in effect at time of policy issue. Any change in plan design, eligibility/participation requirements, premium payer, etc. requires written approval by Case Design Underwriting.

EMPLOYER AND BROKER OBLIGATIONS/ENROLLMENT PROCESS

- Unum will be provided with a full census (name, job title, date of hire, work status, average hours per week, insurable income, DOB, gender and employee Social Security Number) that will allow for the development of personalized enrollment materials including pre-printed applications for each employee.
- New employees must apply for coverage within 90 days of date of hire or eligibility.
- Employer will have the opportunity to update the coverage within the plan design and benefit maximums during a scheduled enrollment period.

OFFER REVIEW PROCESS

This offer will be reviewed every two years and remains in effect subject to our review of the plan design, persistency and overall case success. We may request current case information and census listing eligible individuals, dates of birth, job title and current income to complete our review. Although we do not anticipate doing so, we reserve the right to withdraw or modify this offer at any time. Factors such as experience, non-adherence to offer terms or availability of contract type could make this necessary. When appropriate, the Company will provide 90-days notice in advance of any anticipated change to this offer.

We are privileged that you have selected Unum to meet your employees' income protection needs. We appreciate the opportunity to serve you and your employees, and we look forward to a continuing relationship.



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DISCLOSURE REMINDER REGARDING BROKER COMPENSATION

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 advisor compensation so that customers can make an informed buying decision.

If you would like additional information about the range of compensation programs our company offers, you can find more details at www.unum.com. Unum provides employers with the premium and commission information needed to complete Schedule A on Form 5500 for group insurance as may be required under ERISA. You may request similar information for ERISA reporting purposes for other insurance policies, such as Voluntary Benefits or Individual Disability. If you would like to request such information or if you have other questions, or if you would like to speak to us directly about advisor compensation, please call Broker Compensation Services at 1-800-ASK-UNUM (1-800-275-8686).

At Unum, we recognize and support full transparency and disclosure of compensation. Unum Enrollment Representatives are licensed as insurance producers; they represent and act on behalf of Unum. Enrollment Representatives do not receive compensation based in whole or in part on the sale of insurance to you. If you have questions, contact your Unum IDI Executive Benefits Representative.

cc: Kathleen S. Filippone, CLU, ChFC, Chief Underwriter - IDI Case Design Underwriting

Saif Corporation 2023 Revision (rev)

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