

# Individual short term disability insurance

After sick pay is exhausted, how will employees pay their bills?



This benefit can provide employees an income stream to help pay bills after the end of sick pay or before the beginning of LTD benefits.

When employees are disabled due to illness or injury, this important coverage can help them fill a potential gap in income after sick pay ends.

Employees with available sick pay who become disabled may receive a paycheck for only a limited time. And for employees who are fortunate enough to also have long term disability (LTD) benefits, there can still be a gap in financial protection during the elimination period, which is typically 180 days. Unum individual short term disability insurance can help fill this gap in coverage at no direct cost to the employer.

## Why choose Unum for this coverage



### Employer advantages

- Guarantee issue helps provide broad coverage access, since employees are not required to answer medical questions to enroll.
- One industry rate classification for all eligible employees, regardless of occupation, makes it easy to educate and enroll.
- A variety of elimination and benefit period choices can be coordinated with sick pay policy, salary continuation and any long term disability elimination periods.
- Easy claims filing for employees and short turnaround on claims decisions mean limited involvement for HR.



### Employee advantages:

- Policy is individually owned, so employees can keep their coverage if they retire or change jobs, and they have the option of continuous renewable protection through age 72.
- Rates are based on age at issue and don't change as the employee grows older or files a claim, allowing for simple expense budgeting.
- Employees get the full amount of their benefit because there are no offsets at claim time for Social Security, state compulsory, group insurance or other benefits.
- Coverage coordinates easily with other Unum coverages — a single form triggers claim processing for all applicable Unum coverage, including a simple process to waive premiums during a covered disability.

## Benefit details

### Eligibility

Employees age 17–69 at policy issue and actively at work<sup>1</sup> (up to age 64 in CA and NY)

### Plan design

- Non-occupational; for disability due to illness and off-the-job accidents
- 24 hour; for disability due to illness and on/off-the-job accidents
- Select; for disability due to illness and off-the-job accidents

### Benefits

- Monthly benefits from \$400 to \$5,000, available in \$100 increments
- Salary coverage up to 60% may be offered (coverage limited to 40% in CA, HI, NJ, NY and RI)

### Benefit period choices

3, 6, 12, 24, and 60 months

### Elimination period choices

0/7, 7/7, 0/14, 14/14, 0/30, 30/30, 60/60, 90/90, 180/180; not all elimination periods are available with every benefit period

### Consultative underwriting

Guarantee Issue requires the greater of 10 applications or 20% employee participation (may vary by state).

### Rate classifications

- One industry rate class assigned per account
- Two rate age bands, 17–49 years and 50–69 years
- Rates are unisex and uni-tobacco

### Funding

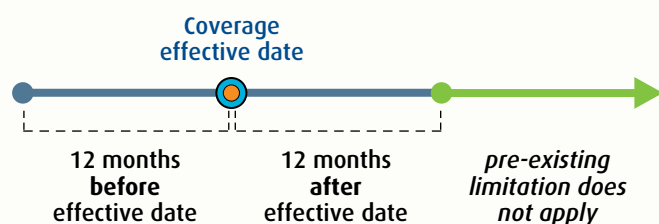
Employee-paid policy, on a post-tax basis

### Optional benefit selected by employer

Mental Illness Rider — benefit equals 50% of the employee base policy amount; 100% in VT (automatically included)

### Policy provisions

- 12/12 pre-existing condition limitation
- 9-month childbirth exclusion



**Note:** If a covered employee has a pre-existing condition during the 12-month period before the coverage effective date, benefits will not be paid for a related disability during the first 12 months the policy is in force.

### Affordable rates

These sample rates show weekly premiums for a non-occupational plan — “A” industry rate class with 7/7 elimination period and a 3-month benefit period.

If			
Monthly benefit is:			
	\$600	\$1,400	\$2,500
Then			
Issue age rate	Weekly premium would be:		
Age <50	\$4.67	\$10.89	\$19.45
Age 50–69	5.67	13.19	23.54

**Note:** Please see your Unum representative for AA, AAA, and B industry rate class amounts.

<sup>1</sup> On the day the employee applies for coverage, the individual must be working at one of his/her company's business locations; or the individual must be working at a location where he/she is required to represent the company. If applying for coverage on a day that is not a scheduled workday, the employee will be considered actively at work as of his/her last scheduled workday. Employees are not considered actively at work if they are on a leave of absence.

The policy or its provisions may vary or be unavailable in some states. The policy has exclusions and limitations which may affect any benefits payable. See the actual policy or your Unum representative for specific provisions and details of availability.

This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Insurance Department. The expected benefit ratio for this policy is 50%. This ratio is the portion of future premiums which the company expects to return as benefits, when averaged over all people with this policy.

Underwritten by: Provident Life and Accident Insurance Company, Chattanooga, Tennessee  
In New York: First Unum Life Insurance Company, New York, New York

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