



Benefits & Cost Summary
Short Term Disability Income Protection Insurance

This proposal for Short Term Disability Income Protection Insurance coverage includes all active full-time employees working 30 hours per week in the United States with the employer.

Number of Eligible Employees: 81

Plan Description:

Coverage effective date: January 1, 2022

Weekly Benefit: 60% of weekly earnings to a maximum benefit of \$1,000 per week

Definition of Disability: Residual Disability

Elimination Period: - Injury: 7 days
- Sickness: 7 days

Benefit Duration: 12 weeks

Standard Plan Features Included in Quote:

- Rehabilitation and Return to Work Assistance Program
Guaranteed Insurability
Full Maternity Benefits
Minimum Weekly Benefit of \$25
12 Month Rehire Provision

Superior Administrative Support Features Included in Quote:

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

Optional Plan Features Included in Quote:

- C-Section Duration

Rates and Cost Information:

Table with 3 columns: Volume per \$10, Rate, Monthly Cost. Values: \$6,101.90, \$0.150 per \$10 of weekly benefit, \$915.29

Rates may be based on covered payroll if requested.



**Rate Guarantee:** 2 Year(s)

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

**Cost of Coverage Paid By:** Employer (Rate assumes 100% participation)

**General Information Regarding Benefit Taxability and Integration:**

In general, the STD weekly payment will be taxable:

- If the Employer pays the premiums and employees' salaries are not grossed-up to include premiums as taxable income.
- If the Employees pay premiums with **pre-tax** dollars.
- If Employees share payments of premiums with the employer, a portion of the benefits will be taxed.

For taxable STD payments, Unum will provide periodic information to enable the Employer to deposit the Employer's FICA match, administer all FUTA/SUTA obligations, and to elect who prepares all W-2s and associated W-2Cs. If the Employer would like to streamline its IRS tax payment and reporting obligations, contact a Unum representative to learn about our FICA Match service.

In general, the STD weekly payment will not be taxable:

- If Employees pay premiums with **post-tax** dollars.
- If the Employer pays the premiums and employees' salaries are grossed-up to include premiums as taxable income.

For nontaxable STD payments, Unum will provide periodic information to enable the Employer to elect who prepares all W-2s and associated W-2Cs.

The STD weekly payment may be reduced by amounts the employee receives or is entitled to receive from deductible sources of income (offsets) and disability earnings.

**Coverage Exclusions and Limitations:**

**Exclusions:**

- Occupational Sickness or Injury
- Intentionally Self-Inflicted Injuries
- Active Participation in a Riot
- Loss of Professional License, Occupational License or Certification
- Commission of a Crime for which the employee has been convicted
- Incarceration
- War, declared or undeclared, or any act of war

**Coverage Termination:**

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

- the date the policy or a plan is cancelled;
- the date the employee is no longer in an eligible group;
- the date the employee's eligible group is no longer covered;
- the last day of the period for which the employee made any required contributions; or
- the last day the employee is in active employment, unless they are absent due to a covered layoff or leave of absence.



## **STD Coverage Highlights & Descriptions**

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

**Rehabilitation and  
Return to Work  
Assistance Program:**

Provides a rehabilitation and return to work assistance benefit for disabled employees who are receiving STD payments, and who are medically able to participate. Unum will determine eligibility for this program.

**C-Section Duration:**

Provides a minimum benefit duration of eight weeks for disabilities due to a Cesarean section (unless the employee returns to work prior to the end of the eight-week period).