

Guardian Independent Operator Association LTD Buy Up Level 1 (UNUM) Summary of Plan

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

Insurable Income	Base Salary
Plan Design	<u>Maximum</u> : 60% of monthly insurable income less Group LTD to amount of the GSI offer <u>Reduced</u> : 50% of maximum monthly benefit
LTD Plan	60% of Base Salary to a maximum of \$25,000, 100% Employee Paid
GSI Benefit Maximum	\$10,000
Elimination Period	180 days
Benefit Period	To Age 67
Contract Type	Income Series 750
Contributory Status	Employee Paid
Participation Requirement	20% of all eligible lives
Discount	25% Multilife
Optional Additional Benefits:	Catastrophic Disability Benefit - 40% to \$10,000 (not to exceed 100% income replacement)
	Fixed Cost of Living Adjustments - Applicant Level Choice
	Guaranteed Coverage Increase (GCI) - Annual to cap of GSI offer
	Recovery Benefit – 1 Year
	Residual Disability – Full Benefit Period
	Your Occupation – Full Benefit Period

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Income Series 750
Non-Cancellable Contract

Plan Specifications

Benefit Period

To Age 67

Elimination Period

Benefits begin after a waiting period of 180 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 3 months 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 1 year 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

- **Fixed Cost of Living Adjustments:** help your benefit keep pace with inflation during disability
- **Guaranteed Coverage Increase: (available up to age 70)** allows employer or employees to increase monthly benefit without evidence of medical insurability up to the GSI Benefit Maximum as salary increases occur
- **Catastrophic Benefit:*** provides an additional benefit in the event of catastrophic disabilities that are likely to increase your living expenses (your insurance professional can provide information on physical conditions that apply)
**Not available in CT, GA, NH, TX and VT*
- **Presumptive Benefit:*** provides an additional benefit in the event of presumptive disabilities that are likely to increase your living expenses (your insurance professional can provide information on physical conditions that apply)
**Only available in CT, NH, TX and VT*
- **Disability Protection Benefit:*** provides an additional benefit in the event of catastrophic disabilities that are likely to increase your living expenses (your insurance professional can provide information on physical conditions that apply)
**Only available in GA*

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 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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TERMS & CONDITIONS

Plan Specifications

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>For a period of time commencing 180 Days prior to and including the date of application, applicants must not have missed one or more days of work or been homebound or admitted to a medical facility due to injury or sickness, or had any restrictions or limitations on their ability to work on a full time basis (30 hours or more per week) due to injury or sickness.</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>If the Catastrophic Disability benefit is included in the offering, all applicants will be asked questions for current Activities of Daily Living (ADL) losses. If any ADL loss or applicable pre-existing condition exists on the date of the application, no Catastrophic Disability benefit will be included in the policy.</p>
	<p>The IDI benefit will coordinate with any other disability coverage applied for; and any disability coverage already inforce.</p>
	<p>Coverage applied for on a GSI basis cannot exceed this plan design and total coverage to be inforce (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.</p>
	<p>Any additional amounts purchased beyond this offer amount will be considered to be outside the plan design and subject to our normal medical and financial underwriting guidelines.</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. For purposes of insurable income, base salary is defined as stable annual salary. Variable compensation may include bonus, commissions, K-1 earnings and other forms of incentive compensation and is defined as a two-year average of compensation or last year's if less. If only a one-year history of variable compensation documentation is available due to an individual not having been employed long enough to generate a two-year history, we will consider 75% of the variable compensation as insurable. Insurable income should be broken down into base salary and variable compensation in the census, if applicable.</p>
	<p>Net Worth and Unearned Income considerations will be disregarded.</p>
Application Type	<p>GSI App Form: AE-1090 (short form GSI)</p>