



Short Term Disability Income Protection

WEBER ACADEMY

Benefits & Cost Summary Short Term Disability Income Protection Insurance

PREPARED FOR: WEBER ACADEMY
SUBMITTED BY: Baroda Group LLC
DATE: October 2, 2017

Approved

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: 6

Plan Description:

Coverage effective date: November 1, 2017
Weekly Benefit: 60% of weekly earnings to a maximum benefit of \$500 per week
Definition of Disability: Total Disability
Elimination Period: - Injury: 0 days
- Sickness: 7 days
Benefit Duration: 13 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



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Rates and Cost Information:

Step Rates per \$10 of weekly benefit

Age	Volume per \$10	Rate	Monthly Cost
15-24	\$0.00	\$0.507	\$0.00
25-29	\$0.00	\$1.200	\$0.00
30-34	\$0.00	\$1.433	\$0.00
35-39	\$0.00	\$0.953	\$0.00
40-44	\$45.00	\$0.591	\$26.60
45-49	\$112.10	\$0.516	\$57.84
50-54	\$98.70	\$0.594	\$58.63
55-59	\$0.00	\$0.660	\$0.00
60-64	\$0.00	\$0.875	\$0.00
65-69	\$0.00	\$1.056	\$0.00
70+	\$0.00	\$1.056	\$0.00
Total Monthly Cost:			\$143.07

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:

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).

Coverage Exclusions and Limitations:

Exclusions:

- 12/12/24 Pre-Existing Condition*



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- 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
- * A **"Pre-Existing Condition"** means the insured employee
- received medical treatment, consultation, care or services including diagnostic measures or took prescribed drugs or medicines in the 12 months just prior to his/her effective date of coverage; and
 - the disability begins in the first 24 months after the employee's effective date of coverage unless they have been treatment free for 12 months after his/her effective date of coverage.

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.



Long Term Disability Income Protection

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**Benefits & Cost Summary
Long Term Disability Income Protection Insurance**

PREPARED FOR: WEBER ACADEMY
SUBMITTED BY: Baroda Group LLC
DATE: October 2, 2017

Unum's Group Long Term Disability Income Protection Offering is designed to help the employer:

- Provide sound financial protection in the event of a disability
- Increase productivity and performance
- Meet diverse employee needs at every life stage
- Attract and retain skilled employees

This proposal for Long 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: 6

Plan Description:

Coverage effective date: November 1, 2017

Monthly Benefit: 60% of monthly earnings to a maximum benefit of \$3,000 per month.

Definition of Disability:

- 2 Year Regular Occupation
- Zero-Day Residual
- Accelerated Elimination Period
- Work Incentive Benefit during the first 12 months of disability payments

Elimination Period:

- 90 Days
- 30 Day Accumulation Feature

Benefit Duration: Social Security Retirement Age/Reducing Benefit Duration

Social Security Integration: Primary and family

Standard Plan Features Included in Quote:

- Work-life balance employee assistance program
- Rehabilitation and Return to Work Assistance Program
- Dependent Care Benefit
- Guaranteed Insurability
- Full Maternity Benefits
- 3 Month Lump-Sum Accelerated Survivor Benefit
- Indexed Pre-Disability Earnings
- "Freeze" in Cost of Living Increases from Deductible Sources of Income
- Waiver of Premium for employees receiving LTD payments
- 12 Month Rehire Provision
- Minimum Monthly Benefit - greater of \$100 or 10% of the gross disability payment



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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
- Integrated with Life Premium Waiver when sold with Unum Life plan
- Compliance with ERISA reporting and disclosure requirements

Rates and Cost Information:

Step Rates per \$100 of Covered Payroll

Age	Covered Payroll	Rate	Monthly Cost
15-24	\$0.00	\$0.09	\$0.00
25-29	\$0.00	\$0.16	\$0.00
30-34	\$0.00	\$0.29	\$0.00
35-39	\$0.00	\$0.43	\$0.00
40-44	\$3,250.00	\$0.63	\$20.48
45-49	\$8,094.77	\$0.82	\$66.38
50-54	\$8,515.17	\$1.01	\$86.00
55-59	\$0.00	\$1.24	\$0.00
60-64	\$0.00	\$1.28	\$0.00
65-69	\$0.00	\$1.00	\$0.00
70+	\$0.00	\$0.80	\$0.00
Total Monthly Cost:			\$172.86
Total Covered Payroll:	\$19,859.94		

Rate Guarantee: 2 Year(s)

For purposes of calculating benefits and cost, an employee's "monthly earnings" is assumed to mean: gross monthly 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 LTD monthly 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.



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In general, the LTD monthly 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.

The LTD monthly 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:

Limitations:

- 24 months Mental Illness and Self-Reported Symptom

Exclusions:

- 12/12/24 Pre-Existing Condition*
- 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
- War, declared or undeclared, or any act of war
- Incarceration

*** A "Pre-Existing Condition" means the insured employee:**

- received medical treatment, consultation, care or services including diagnostic measures or took prescribed drugs or medicines in the 12 months just prior to his/her effective date of coverage; and
- the disability begins in the first 24 months after the employee's effective date of coverage unless they have been treatment free for 12 months after his/her effective date of coverage.

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- 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.