

Executive Income Protection



About Unum

Unum is a leading employee benefits provider offering financial protection including Income Protection, Life insurance and Critical Illness, and corporate dental cover through the workplace.

Our Income Protection customers have access to medical and vocational rehabilitation expertise designed to help people stay in work and return to work following illness and injury. Unum LifeWorks, our Employee Assistance Programme, provides help and advice on a range of work/life issues.

At the end of 2016, Unum protected over 1.4 million people in the UK and paid claims of £293 million - representing in excess of £5.5 million a week in benefits to our customers - providing security and peace of mind to individuals and their families. Unum Dental paid claims of over £11 million, ensuring more than 160,000 people had healthy teeth and gums.

Unum Limited has a financial strength rating of A- (Strong) from Standard & Poor's with a stable outlook.

Our parent company, Unum Group, is a provider of employee benefits products and services in the United States, including group and individual disability insurance. Premium income for Unum Group and its subsidiaries totalled \$8.4bn in the year ended 31 December 2016, with reported revenues for the group totalling \$11bn and total assets of \$61.9bn. For more information please visit www.unum.co.uk.

Why Unum's Executive Income Replacement Plan?

Flexible cover options to suit budget

A benefit of up to **80%** of earnings with a market leading maximum annual benefit of **£300,000**.

The option to choose whether benefit is payable for the whole of the plan term or limited to 2, 3 or 5 years.

Flexibility to suit earnings structure

Salary, dividends and director's loans qualify as earnings. Where dividends are distributed to a shareholder who is performing purely administrative duties at the company these dividends can also be included.

No automatic medical reports

We won't automatically request a GP report or medical because the benefit amount is above a certain limit. We only need further information if a medical condition disclosed on the application form requires further investigation.

No standard exclusions

There are no standard exclusions under our plan.

Guaranteed increase options

It is possible to increase the cover on every third anniversary or on a key life event without any further medical evidence. This is the case even if non-standard terms have been applied to the plan.

Portable cover if the employee leaves service

The plan can be switched to a new employer or into the employee's own name without further underwriting.

Waiver of premium

Premiums are not payable while benefits are being paid under the plan. This is built in to the product at no extra cost.

Specialist support to help you back to work

We have a team of specialists who can help to achieve a safe and sustainable return to work. Rehabilitation and reintegration programmes are an integral part of the claims management process and the support we provide.



For more information about Unum Executive Income Protection, please request a copy of the Key Features Document from our Business Development team on **0800 783 3282** or visit www.unum.co.uk.



Executive Income Protection

Product	A plan taken out by an employer to provide a monthly benefit if an employee is unable to work because of illness or injury and meets the definition of incapacity. The benefit is paid to the employer to pass on to the employee through PAYE. There is the option to cover some of the ongoing employment costs.
Definition of incapacity	Unable by reason of illness or injury to perform the material and substantial duties of their own occupation (occupation is not restricted to one place of work).
Benefit limits	<ul style="list-style-type: none"> • Basic benefit: 80% of earnings up to an overall limit of £300,000 a year • Employer's NICs: Amount payable on the basic benefit up to £40,000 a year • Employer pension contributions: Up to a third of earnings and a maximum of £50,000 a year
Min/max ages	Cover available for employees aged between 18 and 64 at the start of the plan.
Terms	The minimum term is 5 years. Cover can be provided to any age up to 70.
Benefit payment period options	Benefit can be paid up to the expiry date or for a limited payment period of 2, 3 or 5 years. Shorter payment periods reduce the cost of the plan.
Deferred periods	4, 8, 13, 26 or 52 weeks.
Minimum premium	£5 per month or £60 per year.
Premium options	Reviewable or guaranteed.
Non-smoker rates	Apply for those who have not smoked in the 12 months before the start of the plan.
Increases in cover	Cover increases each year in line with RPI up to a maximum of 12% each year.
Increases in benefit during claim	Benefits in payment can remain at the same level or increase each year. Increase options are 5% or RPI (capped at 12%).
Product features	<p>Guaranteed options to increase cover. The option to increase cover without any further medical evidence. Available at every third anniversary and on an employee's key life event (getting married or entering a civil partnership, having children, buying a new home or receiving a significant promotion). Available up to an employee's 55th birthday. The maximum increase in any one year is £10,000 and the total of all increases cannot be more than 50% of the benefit at the start of the plan.</p> <p>Death benefit. Payable if the employee dies during the first 12 months of a claim from the same illness or injury that resulted in the claim. The benefit is the balance of the first year's payment.</p> <p>Career break. Cover and premiums can be suspended for up to 12 months.</p> <p>Cover while not in an occupation. Cover can be provided for up to 5 years on a functional abilities definition of incapacity.</p>
Optional benefits	Disability Plus. The benefit will increase by 20% if the claim has been paid for 2 years and the employee is unable to perform certain activities of daily living.
Support services	Clients have access to a range of support services including 24/7 helplines and face-to-face counselling.
Linked claims	If incapacity recurs from the same cause within 12 months of returning to work the deferred period won't apply.
Income taken into account at claims stage	<p>If the employee receives other income during incapacity it may affect the amount of benefit we pay. Other income taken into account includes:</p> <ul style="list-style-type: none"> • Benefit from any other insurance policies if payable for more than 2 years • Early retirement pensions received as a result of incapacity • Any other income <p>It does not include State Benefits, investment income, critical illness and other lump sum benefits.</p>

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We monitor telephone conversations and e-mail communications from time to time for the purposes of training and in the interests of continually improving the quality of service we provide.