



Better benefits at work.

Brenham Independent School District

Presented By:

Combined Benefits Group

Date: April 5, 2012

Group Accident Insurance

Group Critical Illness Insurance

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Unum voluntary benefits combine experience with innovation.

**Solutions that deliver value to today's workforce
in an ever-changing benefits landscape**

The value of voluntary benefits – now more than ever

Voluntary benefits have risen in popularity in nearly every year of the last decade. Why? Voluntary plans offer broader financial protection than what an employer-sponsored plan often can do alone, particularly in today's economy.

Voluntary benefits **complement** employee health plans, especially consumer-driven health plans (**CDHPs**), by helping minimize the impact of health care costs to employees. Some voluntary products even encourage employees to get preventive health screenings, potentially lowering overall health care costs.

Voluntary offerings include several compelling advantages for both employers and their employees, such as:

- A range of benefits levels, with choices that appeal to a diverse workforce
- Value-added administrative services, like updating employee records during enrollment, to help employers maximize benefit program efficiencies
- Employee benefit education, to help employees understand the value of their employers' entire benefit program and raise their overall workplace satisfaction
- "Budget-neutral" solutions for the employer, since employees pay the premiums

Why partner with Unum?

Experience. Innovation. A commitment to delivering the right solutions to meet your company's unique needs. How? We make it our business to understand your business – your objectives, your employees and your culture. That way, we can put together benefits solutions to meet your specific needs. This knowledge helps us continue to offer you benefits recommendations that build year after year, as your business evolves.

That's why Unum is an industry leader. **We make long-term commitments.** From our dedicated home office staff and **local service teams** around the country, we serve as an **advocate for the employer.**

We're a Fortune 500 company with nearly 10,000 employees worldwide in the US and UK – built on a 160-year heritage and powered by the know-how to deliver financial protection products on the cutting edge. We have the expertise to offer you and your employees a comprehensive benefit solution, including:

- A strong, **broad portfolio of group and voluntary products** that complement – and enhance – any employer benefits program, including continuing to provide coverage if employment ends or health status changes.
- **Effective education and enrollment capabilities** – Our goal is helping employees appreciate the value of their employer-sponsored benefits and make decisions that meet their financial protection needs.
- **Comprehensive administration services** – Our systems and people help you ease the management of your benefits program, simplifying your role.
- **Responsive claims process** – Our team responds to claims submissions within five days, delivering fair and empathetic service during challenging times.



An industry leader

Unum is ranked Number 239 by *Fortune* magazine¹ and listed among the most reputable companies by *Forbes* magazine.² In 2010, we also were the leading provider of choice for many employers, as shown by various industry rankings and market share:

Benefit sales ³	Ranking
Whole/universal life	# 1
Critical illness	# 2
Overall new sales	# 2
Inforce premium	# 2
Individual short term disability	# 3
Accident	# 3
Term life	# 4

A standout in voluntary benefits:

A competitive analysis⁴ of the top 14 players in the voluntary market by Eastbridge reveals Unum as the *only* voluntary carrier “without any perceived weaknesses.” This is Unum’s second consecutive honor for this recognition.

Unum’s voluntary business at a glance⁵

- 13,400 voluntary employer customers
- 600,000 individual applications processed annually; 90% submitted electronically
- More than 2 million individual policies inforce
- Processed more than 400,000 voluntary claims
- Paid \$184 million in voluntary benefits
- More than 600 headquarters-based employees dedicated to Unum’s voluntary benefits business

Supporting our communities

Unum donated more than \$6.7 million⁶ to charitable organizations throughout the United States and United Kingdom in 2010. Our employees contributed thousands of volunteer hours to causes they care most about. With both money and volunteer time, we increased contributions over the previous year.

Proven customer satisfaction

Our customers give us high marks:⁷

- 98% say they are likely to continue using Unum benefits
- 95% say they are likely to recommend Unum to others
- 95% gave positive marks to our claims process
- 93% gave positive ratings for overall value

A foundation of financial strength

Unum is traded on the New York Stock Exchange as UNM.⁸ We have received strong financial ratings:⁹

Fitch	A (Strong)
A.M. Best	A (Excellent)
S&P	A- (Strong)
Moody’s	A3 (Good)



As of FY2010:¹⁰

- \$880.6 million operating income
- \$2.67 per share

Capital management

- RBC* ratio for traditional U.S. Insurance companies: 398%
- Leverage: 22.8%
- Holding company liquidity: \$1.219 billion

*(Risk-based capital)

Work with a leader

Partner with Unum for the proven experience and innovation we can deliver for your company. We're here to offer the latest solutions in financial protection for you and your employees, so you can focus on growing your business.

1 Fortune magazine, May 2011.

2 Forbes magazine, May 2011.

3 Eastbridge, "U.S. Worksite Sales Report, Carrier Results for 2010," April 2011, based on inforce premium.

4 Eastbridge, "2010 Worksite Marketing/Industry Snapshot and Competitor Profiles," August 2010.

5,6 Unum internal data, 2010.

7 Harris Interactive, "Fall 2009 Employer Loyalty Study," 2009.

8 Unum Group is a separate entity and is not responsible for the financial or contractual obligations of its insuring subsidiaries.

9 Ratings are given to the insuring subsidiaries of Unum Group and are current as of February 15, 2011.

10 Unum internal data, 2010.

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NS11-155 (6-11) **FOR EMPLOYERS**



Administration and service designed with you and your employees in mind

**Comprehensive administration services,
responsive claims process**

Supporting voluntary benefits

At Unum, we pride ourselves on our comprehensive and user-friendly customer service. We have developed a support system aimed at streamlining the administration and service of a benefits program to ease employer effort and deliver a smooth customer experience.

Unum's administration advantages

Administration of our voluntary benefits business includes support from:¹

- More than **600 employees** dedicated to Unum's voluntary benefits business
 - **Service team for new accounts**; orientation program for new customers
 - **A dedicated contact** for implementation and billing
 - **Expert processors**; over 600,000 applications handled annually; 90% submitted electronically
 - **Local service support** across the United States, in a city near you

Additionally, Unum offers:

- A single, **integrated voluntary benefits/group underwriting** team to design the most competitive plan
- **30+ established connections** for third-party enrollment and/or benefits administration; includes online/self-serve functionality
- Development of automated **data feed format to synch directly** with your benefits administration system
- **Secure web services** billing and payment data exchange or access to paper format, if preferred
- Rapid **bill reconciliation system** to help keep billing status current and accurate

Service strength and features

Unum's claims processing model is designed to **deliver a response within five days** with **fair and empathetic** service to employees or their survivors who are experiencing challenging times. Other Unum service advantages include:

- **Experienced contact center** representatives who annually take 400,000 service calls; 83% managed without holding or transferring²
- **24/7 e-portal** access; employees can check status of a claim, access policy detail, and simultaneously view it with a Unum customer service representative for streamlined service answers
- **Triaged claim intake** where one single claim submission initiates search for any other applicable Unum coverages. Required information needs to be submitted just once.

More than **96% of our customers rate us** satisfactory or very satisfactory in the following areas:³

- Being courteous and respectful
- Willingness to assist claimant
- Timeliness in responding to questions

And nine out of ten claimants are **satisfied with their overall claim handling** and would **recommend Unum** to their co-workers.⁴

Administration that's flexible and supportive, paired with service that's exceptional. That's Unum.

^{1,2} Unum internal data, 2010.

³ Harris Interactive, "Fall 2008 Employer Loyalty Study," 2008.

⁴ Market Decisions, "2010 Claimant Satisfaction Research For Voluntary Benefits," voluntary short term disability and accident claimants, November, 2010.

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Effective education, flexible enrollment

Driving employee understanding and appreciation

Unum's education and enrollment capabilities help employees appreciate the value of all of their employer-sponsored benefits and make decisions that meet their financial protection needs.

Our research shows that employees' perceptions of their benefits education correlate to higher levels of job satisfaction, which is a key driver of employee engagement. And employee engagement is linked to operating income. In fact, companies with highly engaged workers saw a **19% increase in their operating income** over 12 months¹.

User-friendly education and enrollment

- Unum's proprietary **single-enrollment platform** captures data for all employer-sponsored benefits being enrolled, as well as supports delivery of value-add services
- **Choice of enrollment methods** available to support unique workplace conditions – laptop, call center, online/self-serve
- Effective, consumer-tested employee **education tools** – electronic, video and printed to suit employees' individual learning styles
- Dedicated **Hispanic benefit education** and communication team; materials are culturally written, not just translated
- Expert, non-commissioned, **in-house enrollers** (<500-size employee groups), available nationally, including bi-lingual
- Regional and national **enrollment partners** with established technology connections; non-commissioned counselors available

Comprehensive services add value

Voluntary benefits enrollment offers value-add services for the employer, which can help maximize the outcome of the employee enrollment event. Services include:

- Effective education of all available benefits, including medical, at no direct HR-cost
- Employee beneficiary updates
- Employee emergency contact updates
- Dependent eligibility verification
- Benefit statements

Unum's education and enrollment services. Helping you help your employees, and ultimately your business.

¹Towers Watson, "Employee Engagement in Practice," June 2010.

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NS11-157 (6-11) **FOR EMPLOYERS**



Brenham Independent School District
Proposal Summary

Accident/eGCI
*For Broker Use Only**

Voluntary Plan Overview	
<p>Group Accident</p> <p>Effective: 09/01/2012</p> <p>Eligible Lives: 681</p> <p><u>Rates and Cost Information</u></p> <p>Composite Rates - see below for details</p>	<p>Class 1: All Employees</p> <ul style="list-style-type: none"> • Schedule of Benefits for Accident related injuries • 100% Employee Paid • Employee, Spouse, Child <ul style="list-style-type: none"> • Minimum Number of Applications Required for Policy to Issue: 2% of approved adult applications based on total eligible employees • Anytime/Scheduled Enrollment Frequency
<p>Group Critical Illness</p> <p>Effective: 09/01/2012</p> <p>Eligible Lives: 681</p> <p><u>Rates and Cost Information</u></p> <p>Issue age, unisex, tobacco distinct - see below for details</p>	<p>Class 1: All Employees</p> <ul style="list-style-type: none"> • 100% Employee Paid • Critical Illness • Employee Benefit - \$10,000 • Spouse Benefit - \$5,000 • Child Benefit - 25% of Employee Benefit Amount • Benefit reduces by 50% on the policy anniversary date following the insured's 70th birthday <ul style="list-style-type: none"> • Minimum Number of Applications Required for Policy to Issue: 2% of approved adult applications based on total eligible employees • Anytime/Scheduled Enrollment Frequency



Brenham Independent School District
Proposal Summary

Accident/eGCI
*For Broker Use Only**

Rates and Cost Information

Group Accident

Premium illustrates base product premium only; optional benefit premium is in addition to base premium.

Class 1

Monthly Rate			
Plan	Employee	Spouse	Child
On & Off Job	15.97	9.85	13.84

Spouse issue ages 17 through 64 and Dependent Children issue ages newborn through 26 or through the maximum coverage age defined in the policy.

Group Critical Illness

Premium illustrates base product premium only; optional wellness benefit premium is in addition to base premium.

Class 1

Without Cancer Monthly Rates per \$1,000:

Issue Ages	Non-Tobacco	Tobacco
< 25	.34	.50
25 - 29	.34	.55
30 - 34	.43	.78
35 - 39	.56	1.10
40 - 44	.80	1.63
45 - 49	1.05	2.17
50 - 54	1.36	2.76
55 - 59	1.78	3.43
60 - 64*	2.30	4.26
65 - 69	2.70	4.51
70 +	5.21	7.88

*spouse rates over age 64 are available for applicants taking over prior carrier coverage only

Examples of Calculating Base Monthly Cost:

	Age	Benefit Amount	Unit Per \$1000	Rate	Monthly Cost
Employee	40	@ \$5,000	/ 1000	X .80	= \$4.00
Employee	40	@ \$10,000	/ 1000	X .80	= \$8.00



Brenham Independent School District
Proposal Summary

Accident/eGCI
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	Age		Benefit Amount		Unit Per \$1000		Rate		Monthly Cost
Employee	40	@	\$15,000	/	1000	X	.80	=	\$12.00

	Age		Benefit Amount		Unit Per \$1000		Rate		Monthly Cost
Employee	40	@	\$20,000	/	1000	X	.80	=	\$16.00

	Age		Benefit Amount		Unit Per \$1000		Rate		Monthly Cost
Employee	40	@	\$25,000	/	1000	X	.80	=	\$20.00

Class 1

Wellness Benefit - Monthly Rate per \$25	
Employee and Children	.80
Spouse	.80

Spouse issue ages 17 through 64 and Dependent Children issue ages newborn through 26 or through the maximum coverage age defined in the policy.

*This is only a brief summary of the complete Proposal and is for Broker use only unless accompanied by the full proposal (Benefits and Cost Summary, Product Highlights and Proposal Conditions). It is not a complete description of the Unum products or services. Agreement to the terms of the full proposal is required before any coverage will take effect. Contact your Unum Representative for more details. **This quote will remain open until July 4, 2012 after which time it will automatically expire without notice or further action.**

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Benefits & Cost Summary: Group Accident

Brenham Independent School District

Accident/eGCI

Group Accident Insurance

Group Accident insurance is designed to help covered employees meet the out-of-pocket expenses and extra bills that can follow an accidental injury, whether minor or catastrophic. Indemnity lump sum benefits are paid directly to the employee based on the amount of coverage listed in the schedule of benefits. The accident base plan is guaranteed issue, so no health questions are required.

Proposed coverage effective date: September 1, 2012
Cost of coverage paid by: Employee
Number of eligible employees: 681
Policy situs state: Texas
Eligibility class descriptions: Class 1: All Employees

Plan Description	Class 1
Type of Plan	On/off job
Benefit Option	Street Ready Plan Design, Medium
Covered Conditions	See Schedule of Benefits
Family Coverage Options	Employee, Spouse, Child
Rates	Composite
Minimum Number of Applications Required for Policy to Issue	2% of approved adult applications based on total eligible employees
Participation Basis for Base Accident	Guaranteed Issue
Portability	Not Included
Enrollment Frequency	Anytime/Scheduled
Primary Enrollment Method	Face to Face
New Employee Waiting Period	30 days* *For new employees who complete their waiting period on or after the plan effective date, coverage will begin on the first of the month following the date they are approved by Unum which is the first of the month payroll deductions begin.
Present Employee Waiting Period	0 days* *This is the period of time that current employees must be actively employed before they are eligible for coverage .
Credit Prior Service	Included
Minimum Hours for Eligibility	20 hours per week
Pre-Tax Capability	Unum does not support the sale of its Voluntary benefits on a pre-tax basis.

States where enrollment will take place: TX



Benefits & Cost Summary: Group Accident

Brenham Independent School District

Accident/eGCI

Schedule of Benefits

Class 1

Benefits listed below are payable once per covered accident unless otherwise noted.	
Covered Treatments/Services	
<u>Ambulance</u>	
ground	\$400
air	\$1,500
Appliance	\$100
Blood/Plasma/Platelets	\$400
<u>Chiropractic Care Services</u>	
Chiropractic Treatment	3 visits per covered accident, per calendar year
Chiropractic Care Services Dollar Amount	\$25
Emergency Room Treatment	\$150
Emergency Treatment in Physician Office/Urgent Care Facility <i>Either ER room or Physician/Urgent Care benefit is payable once per covered accident</i>	
Physician	\$75
Urgent Care Facility	\$75
<u>Hospitalization Benefits</u>	
Admission; or	\$1,000
Intensive Care Unit Admission <i>Either Admission or Intensive Care Admission benefit is payable once per covered accident</i>	\$1,500
Confinement (per day up to 365 days per covered accident)	\$200
Intensive Care Unit Confinement (per day up to 15 days per covered accident)	\$400
Medical Imaging Test (MRI, MR, CT, CAT, EEG)	\$200
Outpatient Surgery Facility Service	
Knee cartilage, ruptured disc, tendon/ligament/rotator cuff, eye injury, hernia	\$300
Pain Management (epidural)	\$100
Physician Follow-up Visit	2 visits
Physician	\$75
Urgent Care Facility	\$75
Rehabilitation Unit Confinement (per day up to 15 days per covered accident, max of 30 days per calendar year)	\$100
<u>Therapy Services</u>	
Occupational, Physical, or Speech Therapy	10 visits
Therapy Services Dollar Amount	\$25



Benefits & Cost Summary: Group Accident

Brenham Independent School District

Accident/eGCI

Class 1

<u>Travel (due to covered accident)</u>		
Lodging (per day up to 30 days per covered accident)		\$150
Transportation more than 50+ miles from residence (up to three trips per covered accident; benefit for injured insured only; max 1200 miles per round trip)		\$0.40
Transportation Maximum		\$1,440
Covered Injuries and Surgical Procedures		
<u>Burns</u>		
2nd Degree		
35 or more square inches of the body surface		\$1,000
3rd Degree		
At least 10 square inches, but less than 20 square inches; or		\$2,500
At least 20 square inches, but less than 35 square inches; or		\$5,000
35 or more square inches of the body surface		\$10,000
<u>Burns - Skin Graft</u>		
Skin Graft for 2 nd or 3 rd degree burns		50%
Skin Graft for any other accidental traumatic loss of skin:		
At least 10 square inches, but less than 20 square inches; or		\$150
At least 20 square inches, but less than 35 square inches; or		\$250
35 or more square inches of the body surface		\$500
Coma		\$10,000
Concussion		\$150
<u>Dental (emergency)</u>		
crown		\$300
extraction		\$100
<u>Dislocation (separated joint)</u>	Closed Reduction	Open Reduction
Hip joint	\$3,000	\$6,000
Knee joint (except patella)	\$1,500	\$3,000
Ankle Bone or Bones of the Foot (other than toes)	\$1,200	\$2,400
Collar Bone (sternoclavicular)	\$750	\$1,500
Lower jaw	\$450	\$900
Shoulder	\$450	\$900
Elbow joint	\$450	\$900
Wrist joint	\$450	\$900
Hand (other than fingers)	\$450	\$900
Collar Bone (acromioclavicular and separation)	\$150	\$300
Finger or Toe joint	\$150	\$300
Incomplete dislocation or dislocation reduction without anesthesia - 25% of the applicable amount for closed reduction of joint involved		
Eye Injury		\$300



Benefits & Cost Summary: Group Accident

Brenham Independent School District

Accident/eGCI

Class 1

Fracture (broken bone)	Closed Reduction	Open Reduction
Skull (except bones of face or nose), Depressed	\$3,750	\$7,500
Skull (except bones of face or nose), Non-depressed	\$1,500	\$3,000
Hip, Thigh (femur)	\$2,250	\$4,500
Vertebrae, Body of (excluding vertebral processes)	\$1,200	\$2,400
Pelvis	\$1,200	\$2,400
Leg (tibia and/or fibula)	\$1,200	\$2,400
Bones of the Face or Nose (except mandible or maxilla)	\$525	\$1,050
Upper Jaw, Maxilla (except alveolar process)	\$525	\$1,050
Upper Arm between Elbow and Shoulder (humerus)	\$525	\$1,050
Lower Jaw, Mandible (except alveolar process)	\$450	\$900
Shoulder Blade (scapula), Collarbone (clavicle, sternum)	\$450	\$900
Vertebral Processes	\$450	\$900
Forearm (radius and/or ulna), Hand, Wrist (except fingers)	\$450	\$900
Kneecap (patella)	\$450	\$900
Foot (except toes)	\$450	\$900
Ankle	\$450	\$900
Rib	\$375	\$750
Coccyx	\$300	\$600
Finger, Toe	\$75	\$150
Chip fracture - 25% of the applicable amount for closed reduction of the bone listed above		
<u>Knee cartilage</u>		
torn with surgical repair		\$750
exploratory		\$150
<u>Laceration</u>		
Laceration(s) not requiring stitches		\$25
Repaired by stitches:		
total of all lacerations is less than two inches (5.08 centimeters) long		\$75
total of all lacerations is two to six inches (5.08 to 15.24 centimeters) long		\$300
total of all lacerations is greater than six inches (15.24 centimeters) long		\$600
<u>Prosthetic device</u>		
one		\$750
two or more		\$1,500
<u>Ruptured Disc with Surgical Repair</u>		\$800
<u>Surgery</u>		
open abdominal or thoracic		\$1,500
exploratory without repair		\$150
hernia repair		\$150
<u>Tendon, Ligament and Rotator Cuff</u>		
one with surgical repair		\$800
two or more with surgical repair		\$1,200
exploratory		\$150
Accidental Death/Dismemberment/Loss		



Benefits & Cost Summary: Group Accident

Brenham Independent School District

Accident/eGCI

Class 1

Accidental Death	
Once per lifetime; if payable, Accidental Death - Common Carrier is not payable	
Employee	\$50,000
Spouse	\$20,000
Child	\$10,000
Accidental Death - Common Carrier	
Once per lifetime; if payable, Accidental Death is not payable	
Employee	\$150,000
Spouse	\$60,000
Child	\$30,000
Accidental Dismemberment	
Initial Accidental Dismemberment	
One benefit per covered accident; if payable, Initial Accidental Loss is not payable	
loss of both hands or both feet; or	\$15,000
loss of one hand and one foot: or	\$15,000
loss of one hand or foot; or	\$7,500
loss of two or more fingers, toes or any combination: or	\$1,500
loss of one finger or toe	\$750
Catastrophic Accidental Dismemberment	
Once per lifetime; if payable, Catastrophic Accidental Loss is not payable	
loss of both hands or both feet; or	
loss of one hand and one foot	
<i>Prior to age 65</i>	
employee	\$100,000
spouse	\$50,000
child	\$50,000
<i>Age 65 - 69</i>	
employee	\$50,000
spouse	\$25,000
child	\$25,000
<i>Age 70 and over</i>	
employee	\$25,000
spouse	\$12,500
child	\$12,500



Benefits & Cost Summary: Group Accident

Brenham Independent School District

Accident/eGCI

Class 1

Accidental Loss - Paralysis, Sight, Hearing and Speech	
Initial Accidental Loss	
One benefit per accident; if payable, Initial Accidental Dismemberment is not payable	
Permanent Paralysis, or loss of sight both eyes; or loss of sight one eye; or loss of the hearing of one ear	\$15,000 \$15,000 \$7,500 \$7,500
Catastrophic Accidental Loss	
Once per lifetime; if payable, Catastrophic Accidental Dismemberment is not payable	
Permanent Paralysis, or loss of hearing of both ears; or loss of the ability to speak; or loss of sight of both eyes	
<i>Prior to age 65</i>	
employee	\$100,000
spouse	\$50,000
child	\$50,000
<i>Age 65 - 69</i>	
employee	\$50,000
spouse	\$25,000
child	\$25,000
<i>Age 70 and over</i>	
employee	\$25,000
spouse	\$12,500
child	\$12,500



Benefits & Cost Summary: Group Accident

Brenham Independent School District

Accident/eGCI

Rates and Cost Information

Premium illustrates base product premium only; optional benefit premium is in addition to base premium.

Class 1

Monthly Rate			
Plan	Employee	Spouse	Child
On & Off Job	15.97	9.85	13.84

Spouse issue ages 17 through 64 and Dependent Children issue ages newborn through 26 or through the maximum coverage age defined in the policy.

Rate Guarantee	2 Years (subject to the policy terms)
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Underwritten by the following subsidiary of Unum Group:

Unum Life Insurance Company of America
2211 Congress St., Portland, ME 04122



Benefits & Cost Summary: Group Critical Illness

Brenham Independent School District

Accident/eGCI

Group Critical Illness Insurance

Critical Illness insurance is designed to help employees offset the financial effects of a catastrophic illness with a lump sum benefit if an insured is diagnosed with a covered critical illness. The Critical Illness benefit is based on the amount of coverage in effect on the date of diagnosis of a critical illness or the date treatment is received according to the terms and provisions of the policy.

Proposed coverage effective date: September 1, 2012
Cost of coverage paid by: Employee
Number of eligible employees: 681
Policy situs state: Texas
Eligibility class descriptions: Class 1: All Employees

Plan Description	Class 1
Type of Plan	Critical Illness
Covered Conditions	For Critical Illness: Heart Attack, Coronary Artery Bypass Surgery (25%), Stroke, End Stage Renal (Kidney) Failure, Major Organ Failure, Permanent Paralysis as the result of a Covered Accident, Coma as the result of Severe Traumatic Brain Injury, Blindness, Benign Brain Tumor, Occupational HIV. Additional Covered Conditions for Dependent Children: -Cerebral Palsy -Cleft Lip or Palate -Cystic Fibrosis -Down Syndrome -Spina Bifida
Family Coverage Options	Employee/Child, Spouse Note: Child coverage automatically included with Employee coverage
Coverage Amount	Employee - \$10,000 Spouse - \$5,000 Child - 25% of Employee Coverage Amount
Rates	Issue age, unisex, tobacco distinct
Benefit Reduction	Benefit reduces by 50% on the policy anniversary date following the insured's 70 th birthday
Minimum Number of Applications Required for Policy to Issue	2% of approved adult applications based on total eligible employees
Participation Basis	Guaranteed Issue: GI is available from application one. Should participation at the initial enrollment event not meet the expected participation level, the Underwriting Offer may be changed for future enrollments.



Benefits & Cost Summary: Group Critical Illness

Brenham Independent School District

Accident/eGCI

Plan Description	Class 1
Evidence of Insurability (Health Questions)	<p>Employee/Spouse</p> <p>Health questions are not required for amounts up to the guaranteed issue limit of \$10,000 for the employee and \$5,000 for the spouse.</p> <p>Health questions are required for amounts greater than the guaranteed issue limit for the employee and spouse.</p> <p>Dependent Children are covered for 25% of the Employee coverage amount without Evidence of Insurability.</p>
Pre-existing Condition Period	12/12
Benefit Waiting Period	30 days
Wellness Benefit	\$50 per insured per calendar year.
<u>Employee Elected Options</u>	
Spouse Coverage	Included
Minimum Hours for Eligibility	20 hours per week
New Employee Waiting Period	<p>30 days*</p> <p>*For new employees who complete their waiting period on or after the plan effective date, coverage will begin on the first of the month following the date they are approved by Unum which is the first of the month payroll deductions begin.</p>
Present Employee Waiting Period	<p>0 days*</p> <p>*This is the period of time that current employees must be actively employed before they are eligible for coverage.</p>
Credit Prior Service	Included
Portability	Included
Primary Enrollment Method	Face to Face
Enrollment Frequency	Anytime/Scheduled
Pre-Tax Capability	Unum does not support the sale of its Voluntary benefits on a pre-tax basis.

States where enrollment will take place: TX

Rates and Cost Information

Premium illustrates base product premium only; optional wellness benefit premium is in addition to base premium.

Class 1

Without Cancer Monthly Rates per \$1,000:

Issue Ages	Non-Tobacco	Tobacco
< 25	.34	.50
25 - 29	.34	.55
30 - 34	.43	.78



Benefits & Cost Summary: Group Critical Illness

Brenham Independent School District

Accident/eGCI

Class 1

Without Cancer Monthly Rates per \$1,000:

Issue Ages	Non-Tobacco	Tobacco
35 - 39	.56	1.10
40 - 44	.80	1.63
45 - 49	1.05	2.17
50 - 54	1.36	2.76
55 - 59	1.78	3.43
60 - 64*	2.30	4.26
65 - 69	2.70	4.51
70 +	5.21	7.88

*spouse rates over age 64 are available for applicants taking over prior carrier coverage only

Examples of Calculating Base Monthly Cost:

	Age		Benefit Amount		Unit Per \$1000		Rate		Monthly Cost
Employee	40	@	\$5,000	/	1000	X	.80	=	\$4.00

	Age		Benefit Amount		Unit Per \$1000		Rate		Monthly Cost
Employee	40	@	\$10,000	/	1000	X	.80	=	\$8.00

	Age		Benefit Amount		Unit Per \$1000		Rate		Monthly Cost
Employee	40	@	\$15,000	/	1000	X	.80	=	\$12.00

	Age		Benefit Amount		Unit Per \$1000		Rate		Monthly Cost
Employee	40	@	\$20,000	/	1000	X	.80	=	\$16.00

	Age		Benefit Amount		Unit Per \$1000		Rate		Monthly Cost
Employee	40	@	\$25,000	/	1000	X	.80	=	\$20.00

Class 1

Wellness Benefit - Monthly Rate per \$25	
Employee and Children	.80
Spouse	.80

Spouse issue ages 17 through 64 and Dependent Children issue ages newborn through 26 or through the maximum coverage age defined in the policy.

Rate Guarantee	2 Years (subject to the policy terms)
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Eligibility for, entitlement to, and amount of actual benefits will be determined according to the terms of the group critical illness insurance policy.

Applicants must have comprehensive health coverage before applying for critical illness coverage.



Benefits & Cost Summary: Group Critical Illness

Brenham Independent School District

Accident/eGCI

THIS IS A LIMITED POLICY

Underwritten by the following subsidiary of Unum Group:

Unum Life Insurance Company of America
2211 Congress St., Portland, ME 04122



Group Accident Insurance

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

Enrollment Frequency

Any Time/Scheduled

Newly eligible employees may apply for coverage at any time within 31 days of becoming eligible. Those applying after the first 31 days may do so only at a scheduled enrollment period. If the plan includes employee choices, employees may increase only during a scheduled enrollment period and within plan design limits. Employees applying for or increasing coverage may be required to submit Evidence of Insurability (EOI). Decreases can be made at any time and do not require EOI.

New Employee Waiting Period

This represents the period that a new employee, hired after the effective date of the plan, will have to wait to be eligible for coverage. Please see the plan description section of the Benefits and Cost Summary for the waiting period duration.

Present Employee Waiting Period

This represents the period that a current employee will have to wait to be eligible for coverage. This applies only at the initial enrollment event. Please see the plan description section of the Benefits and Cost Summary for the waiting period duration.

Credit Prior Service

Credit prior service allows Unum to apply a prior period of work with the Employer toward the eligibility waiting period.

Exclusions

Unum will not pay any benefits for a claim that is caused by, contributed to by or occurs as a result of:

- participating in war or act of war, whether declared or undeclared;
- committing acts of terrorism;
- riding in or driving any motor-driven vehicle in a race, stunt show or speed test;
- operating, learning to operate, serving as a crew member of or jumping, parachuting, or falling from any aircraft or hot air balloon, including those which are not motor-driven. This does not include flying as a fare paying passenger;
- engaging in hang-gliding, bungee jumping, sailgliding, parasailing, parakiting;
- participating or attempting to participate in a felony, being engaged in an illegal occupation or being incarcerated in a penal institution;
- committing or trying to commit suicide or injuring oneself intentionally, whether sane or not;
- practicing for or participating in any semi-professional or professional competitive athletic contests for which any type of compensation or remuneration is received;
- having any sickness or declining process caused by a sickness, including physical or mental infirmity including any treatment for allergic reactions. Unum also will not pay benefits to diagnose or treat the sickness. Sickness means any illness, infection, disease or any other abnormal physical condition which is not caused by an injury.



**Product Highlights & Descriptions
Group Accident**

Brenham Independent School District

In addition to the Exclusions listed above, Unum will also not pay the Catastrophic Accidental Dismemberment or Catastrophic Accidental Loss benefit for the following injuries that are caused by or are the result of:

- an insured's being intoxicated or under the influence of any narcotic unless administered on the advice of a physician; or
- injuries to a dependent child received during the birth.

Insured Coverage Termination

An insured's (employee or dependent) coverage under the policy will end on the earliest of:

- date the policy is cancelled;
- date the insured is no longer in an eligible group;
- date the eligible group is no longer covered;
- date of insured's death;
- last day of the period for which contributions were made;
- last day the insured is in active employment;
- date spouse no longer meets the definition of spouse;
- date of divorce or annulment;
- date dependent child(ren) no longer meets the definition of dependent child(ren); or
- however, as long as premium is paid as required, coverage will continue in accordance with the layoff and leave of absence provisions of the policy.

If dependent coverage is present and the employee chooses to cancel spouse and/or child coverage under the policy, coverage for the spouse and/or child ends on the first of the month following the date notification is provided to the Plan Administrator.

Unum will provide coverage for a payable claim which occurs while the insured is covered under the policy.

Underwritten by the following subsidiary of Unum Group:

Unum Life Insurance Company of America
2211 Congress St, Portland ME 04122



Group Critical Illness Insurance

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

Enrollment Frequency

Any Time/Scheduled

Newly eligible employees may apply for coverage at any time within 31 days of becoming eligible. Those applying after the first 31 days may do so only at a scheduled enrollment period. If the plan includes employee choices, employees may increase only during a scheduled enrollment period and within plan design limits. Employees applying for or increasing coverage may be required to submit Evidence of Insurability (EOI). Decreases can be made at any time and do not require EOI.

Portability

Portability allows an employee who has been insured under the policy to continue Group Critical Illness coverage at group rates when employment ends or when the policy is terminated by the policyholder and is not being replaced. An employee must apply for coverage and pay the first premium within 31 days of the continuation event.

Benefit Reduction

Any coverage inforce prior to the insured's 70th birthday will be reduced on the policy anniversary date following the insured's 70th birthday. The insured's coverage amount will be reduced to 50% of the coverage amount the insured had prior to the policy anniversary date. Any coverage inforce after the policy anniversary date following the insured's 70th birthday will not be subject to a benefit reduction on subsequent policy anniversary dates. There will be no further increases in the insured's coverage amount.

Wellness Benefit

Coverage Amount \$50

Unum will pay the Wellness Benefit once per insured per calendar year while coverage is inforce.

Wellness tests are:

- Blood test for triglycerides;
- Bone marrow aspiration or biopsy;
- CA 15-3 (blood test for breast cancer);
- CA-125 (blood test for ovarian cancer);
- CEA (blood test for colon cancer);
- Carotid Doppler;
- Chest x-ray;
- Colonoscopy;
- Echocardiogram;
- Electrocardiogram;
- Fasting blood glucose test;
- Fasting plasma glucose (FPG);
- Hemoglobin A1C(HbA1c);
- Flexible sigmoidoscopy;
- Hemocult stool analysis;
- Mammography;
- Pap smear;
- PSA (blood test for prostate cancer);
- Serum cholesterol test to determine HDL and LDL levels;
- Serum protein electrophoresis (blood test for myeloma);
- Skin cancer biopsy;
- Stress test on a bicycle or treadmill;
- Thermography;
- Thin prep pap test



Pre-existing Condition Limitation

12/12

This plan will not pay benefits for a claim that is caused by, contributed to by or occurs as a result of a pre-existing condition.

Under this 12/12 plan, a pre-existing condition:

- Includes a Sickness or Injury or symptoms of a Sickness or Injury, whether diagnosed or not for which the insured received medical treatment, consultation, care or services including diagnostic measures, took prescribed drugs or medicines, or had been prescribed drugs or medicines in the 12 months just prior to his or her effective date of coverage; and
- Applies if the date of diagnosis is in the first 12 months after the effective date of coverage.

New Employee Waiting Period

This represent the period that a new employee, hired after the effective date of the plan, will have to wait to be eligible for coverage. Please see the plan description section of the Benefits and Cost Summary for the waiting period duration.

Present Employee Waiting Period

This represents the period that a current employee will have to wait to be eligible for coverage. This applies only at the initial enrollment event. Please see the plan description section of the Benefits and Cost Summary for the waiting period duration.

Credit Prior Service

Credit prior service allows Unum to apply a prior period of work with the Employer toward the eligibility waiting period.

Benefit Waiting Period

30 days. The first 30 days following the effective date of the Insured's coverage or change in coverage.

Evidence of Insurability

Evidence of Insurability is a statement of the employee and/or spouse medical history, which Unum will use to determine if the applicant will be approved for the Critical Illness Insurance.

Limitations and Exclusions

Unum will not pay benefits for a claim that is caused by, contributed to by or occurs as a result of:

- participating or attempting to participate in a felony or being engaged in an illegal occupation;
- committing or trying to commit suicide or injuring oneself intentionally, whether sane or not;
- participating in war or any act of war, whether declared or undeclared;
- committing acts of terrorism;
- being under the influence of or addicted to intoxicants or narcotics. This would not include Physician prescribed medication, taken in the prescribed dosage; or
- having a Date of Diagnosis during the Benefit Waiting Period.



Termination of Employee Coverage

If You choose to cancel Your coverage under the policy, Your coverage ends on the first of the month following the date You provide notification to Your Employer.

Otherwise, Your coverage under the policy ends on the earliest of the:

- date this policy is cancelled;
- date You are no longer in an eligible group;
- date Your eligible group is no longer covered;
- date of Your death;
- last day of the period for which You made any required contributions; or
- last day You are in Active Employment. However, as long as premium is paid as required, coverage will continue if You elect to continue coverage under the Portability provision or in accordance with the Layoff and Leave of Absence provisions of this policy.

Coverage on Your Dependent Children ends on the earliest of the date Your coverage under the policy ends or the date a dependent child no longer meets the definition of Dependent Children.

Unum will provide coverage for a Payable Claim which occurs while You are covered under this policy.

Termination of Spouse Coverage

If You choose to cancel Your Spouse's coverage under the policy, coverage for Your Spouse ends on the first of the month following the date You provide notification to Your Employer.

Otherwise, Spouse coverage under the policy ends on the earliest of the:

- date this policy is cancelled;
- date You are no longer in an eligible group;
- date Your eligible group is no longer covered;
- date of Your death;
- last day of the period for which You made any required contributions;
- last day You are in Active Employment, as long as premium is paid as required, coverage will continue if You elect to continue coverage under the Portability provision or in accordance with the Layoff and Leave of Absence provisions of this policy;
- date Your coverage under the policy ends;
- date Your Spouse no longer meets the definition of Spouse; or
- date of divorce or annulment.

Unum will provide coverage for a Payable Claim which occurs while Your Spouse is covered under this policy.

Underwritten by the following subsidiary of Unum Group:

Unum Life Insurance Company of America
2211 Congress St, Portland ME 04122



Proposal Conditions:

Policies: This proposal is not a contract for insurance. The Benefits and Cost Summary, these Conditions and related Product Highlights and Descriptions which constitute the proposal are only summaries. Any policies issued will contain complete coverage terms, including additional definitions, limitations and exclusions, and will control in the event of a conflict. Unless otherwise stated, this offer includes only Unum's standard policy provisions and services. *Some policies and provisions may vary or not be available in all states.*

Policy Contingencies: This proposal is contingent on the accuracy of all information provided by you or on your behalf, your ability and willingness to complete all required administrative functions, including

- updating Unum of any changes with employees such as employment terminations or canceling payroll deductions
- administering payroll deductions in accordance with employees coverage
- remitting payments to Unum per the billing arrangement for your insurance plan
- cooperation in planning future enrollment events, and fulfillment of all minimum enrollment participation requirements
- adhering to the requirements listed in your insurance proposal, as well as Unum's verification of all information you provided for the proposal and final approval of all risks

Upon failure to satisfy any of these conditions, Unum can withdraw this offer and no policies will be issued.

Policy Delivery and Web Servicing: For group plans, a copy of your insurance policy, certificate booklet and related plan documents will be delivered electronically on Unum's employer secure website. Your employees will also receive certificates for the group coverages they've purchased.

Unum will mail your employees who purchase individual coverages a welcome packet which summarizes coverages purchased. Your employees' policies, including applications will be placed on Unum's employee secure and confidential website for employees to access.

Both the employer and your employees' ability to electronically retrieve and download the documents is deemed to constitute delivery and receipt.

This quote will remain open until the date stated in the Benefits and Costs Summary July 4, 2012 after which time it will automatically expire without notice or further action. Although we do not anticipate doing so, we reserve the right to withdraw or modify this offer at any time. Any change in plan design, eligibility, participation requirements or similar conditions requires written approval from Unum.

Eligibility: Eligibility for coverage under some policies is conditioned on being in active employment in the United States and a United States or Canadian citizen or a permanent United States resident.

Broker Licensing and Appointment. Prior to soliciting sales, insurance representatives must be licensed in the policy situs state and each state where one-on-one solicitations occur. They must also be appointed with the applicable Unum insuring subsidiary. *Unum cannot issue coverage if a representative is not properly licensed and appointed.* Unum is prepared to assist agents in complying with these state regulations. Representatives who need to check their Unum appointment status should call the Broker Compensation Service Center at 1-800-633-7491 opt. 2.

Privacy Conditions: Because of the sensitive and private nature of much of the information available on Unum's secure website-especially information related to insureds-it is important that before you grant access to others they confirm their ability and willingness to keep the information confidential and secure at all times. In addition, you must periodically review your authorized user list and promptly remove anyone who should no longer have access (e.g., former employees or third party brokers, consultants or vendors with whom you are no longer affiliated). By accepting this offer, you agree that Unum may rely on the actions of those to whom you grant access as if they were yours and may rely on the sufficiency of all authorizations you have granted them. You must notify Unum immediately of any breach of security or any unauthorized disclosure of personal information related to insureds by you or anyone to whom you have granted access. Prior to using Unum's secure website, you must agree to the terms of Unum's Internet Services User Agreement.

NOTICE TO ERISA PLAN FIDUCIARIES: When ERISA governs, offering both employer paid and employee paid insurance products under a single ERISA plan and reporting them on a single Form 5500 gives maximum flexibility to employers to determine the proportion of employer and employee funding and to make decisions on how premium is allocated among coverages. The employer's payment obligation is the difference between the total cost of benefits and any employee contributions.



Proposal Conditions

Brenham Independent School District

ERISA Support: Unum supports treating all its group policies as employee welfare benefit plans governed by ERISA and will do so unless an employer advises that its plan qualifies for an exemption from ERISA. To assist employers in carrying out their ERISA responsibilities, employers who provide Unum with the necessary information can, in most cases, use Unum's certificate booklets to comply with their initial summary plan description disclosure requirements. Unum also provides employers with the premium and commission information needed to complete Schedule A on Form 5500 for group insurance. Similar information will be provided for other insurance policies, upon request. Please call 1-800-633-7491 for Broker Compensation Services to request such information.

Civil Union and Domestic Partners: Unum complies with all state civil union and domestic partner laws when applicable to our policies.



BROKER COMPENSATION DISCLOSURE NOTICE FOR GROUP PRODUCTS

Your insurance or benefits advisor can offer you advice and guidance as you select the policy and provider most appropriate for your needs. At Unum we recognize the important role these professionals play in the sale of our products and services and offer them a variety of compensation programs. Your advisor can provide you with information about these programs as well as those available from other providers. We support disclosure of broker compensation so that customers can make an informed buying decision.

Brokers may be eligible to receive Base Commissions and Supplemental Commissions from Unum.

Unless you have agreed in writing to compensate the broker differently, Unum provides Base Commissions to all brokers in connection with the sale of an insurance policy. Base Commissions are a fixed percentage of the policy premium, and may include a one time, first year flat amount for each policy sold. Base Commissions are paid by Unum to the broker(s) on your policy. In some circumstances, broker(s) may be eligible to receive commissions on your policy even after a broker of record change has occurred.

A broker may also qualify for Supplemental Commissions paid by Unum. For group insurance products, Supplemental Commissions may be paid as a fixed percentage of total eligible group insurance premiums.

- For New Sales premiums, the Supplemental Commission rate may range from 0% to 5.00% of total premiums paid. For certain group products, an additional 0% to 11.00% Supplemental Commission may be paid; and an additional flat amount per application may be paid for using our laptop enrollment system.
- For Renewal premiums, the Supplemental Commission rate may range from 0% to 2.00%.

The exact Supplemental Commission percentage payable to any broker is based upon the total dollar amount of all eligible inforce or new sales insurance premiums or number of policies that the broker had inforce with Unum in the prior calendar year. Supplemental Commissions may be calculated differently for other insurance products. The premium you pay is not impacted whether or not your broker receives Supplemental Commissions.

If you would like additional information about the range of compensation programs our company offers for your group insurance policy or any other Unum insurance product, you can find more details at www.unum.com. Should you have other questions not addressed by the website, including the Supplemental Commission percentage applicable to your broker, or if you want to speak to us directly about broker compensation, please call (866) 822-0716 (outside the US, call (423) 294-0001).

