



SILICON VALLEY MECHANICAL, INC.

Situs state: California

Presented by: Ron Filice Enterprises Inc

Expires: January 15, 2024

Better benefits ahead

At Unum, we help millions of employees protect their families, their finances and their futures. Comprehensive coverages, superior technology and unparalleled support — delivered where and when it's needed most.

BENEFITS PROPOSED



Group Hospital

Ask your UNUM representative about the additional benefits we offer:



Dental



Vision



Short Term Disability



Long Term Disability



Term Life and AD&D



Critical Illness



Accident



Group Whole Life

Employer and employee funding methods may be available for the benefits above.

UNUM REPRESENTATIVE

Joshua Levine

License: 0H96672



Unum has been a **leading provider** of group disability benefits in the U.S. for over 40 years.¹



Unum serves **1 in 2 Fortune 100 companies**.²



Unum pays out **\$6.6 billion in benefits** each year.³



Unum **protects over 35 million** people and their families.³

FINANCIALLY STRONG

AGENCY	RATING
A.M. Best	A Excellent
Fitch	A- Strong
Moody's	A2 Good
S&P	A Strong

Ratings are given to the U.S. insuring subsidiaries of Unum Group and are current as of December 31, 2022.



GROUP HOSPITAL INSURANCE

Coverage Effective Date: January 1, 2024 Rate Guarantee: 3 Years

Full-time Employees - Monthly Premiums			
Employee	Employee & Spouse	Employee & Child(ren)	Employee & Family
\$17.42	\$36.92	\$26.30	\$45.80

Be Well is included in the premiums above. Actual billed amounts may vary due to rounding.

Employees Eligible for Coverage	Minimum Participation	Minimum Hours for Eligibility
139	the greater of 10 enrolled lives or 5% of eligible employees	20 hours per week

FULL-TIME EMPLOYEES Hospital Insurance	
Contributions	
Year Basis	
Domestic Steerage	
Be Well Benefit (once per covered person per calendar year)	
Enrollment Frequency	
Continuity of Coverage	
New Employee Waiting Period	
Present Employee Waiting Period	
Pre-existing Conditions	
Childbirth Benefits	
Childbirth Limitation	
Portability	
Evidence of Insurability	
HSA-Compatible	

PROVISIONS QUOTED	
Employee Coverage: Employee pays 100%	
Spouse Coverage: Employee pays 100%	
Child Coverage: Employee pays 100%	
Calendar Year	
Not included	
\$50	
Perpetual/scheduled	
Not included	
30 Days	
0 Days	
Not applicable	
Included	
N/A	
Included	
Health questions are not required	
Yes	



THE UNUM DIFFERENCE

UNUM HOSPITAL OFFERING: Hospital insurance is designed to help provide financial protection for covered individuals by paying a benefit due to a hospitalization and in some cases, for treatment received for an accident or sickness, even if that treatment occurs outside the hospital. Employees can use the benefit to meet the out-of-pocket expenses and extra bills that can occur. Lump sum benefits are paid directly to the employee based on the amount of coverage listed in the schedule of benefits.

BE WELL BENEFIT: To help encourage employees to stay informed about their health and to encourage preventive care, we'll provide a payment for various health screening tests. It serves as a great reminder and financial incentive.

SCHEDULE OF BENEFITS

Full-Time Employees - Hospital	
Admission (1 day per year)	\$1,000
Admission - Hospital ICU (1 day per year) (additive to Admission)	\$1,000
Daily Stay (per day up to 365 days)	\$150
Daily Stay - Hospital ICU (per day up to 30 days) (additive to Daily Stay)	\$100
Full-Time Employees - Other	
Well Child Visits (up to 4 times for the first year of life)	\$50

PLAN INFORMATION

Family Coverage Options:

Employee and Family

Note: The employee must be covered in order to insure any of their dependents for Hospital.

Enrollment Frequency:

Perpetual/Scheduled - After the initial scheduled enrollment, new hires and newly eligible employees may enroll for coverage when they are first eligible. Late entrants may enroll, and existing insureds may increase coverage at a scheduled enrollment event.

Be Well Benefit:

Be Well Screenings include but are not limited to:

- Cholesterol and Diabetes screenings
- Cancer screenings
- Cardiovascular Function screenings
- Imaging Studies
- Annual Examinations by a Physician
- Immunizations

For a full list of covered tests, see your Unum representative.

General Information Regarding Benefit Taxability:

Employees pay premiums with post-tax dollars. In general, the benefit payment will not be taxable.

Note: Unum does not give tax advice and the potential insured should seek the advice of a tax attorney or advisor.



PLAN INFORMATION

Coverage Exclusions & Limitations:

We will not pay benefits for a claim that is caused by or occurs as a result of any of the following:

- contributed to by committing or attempting to commit a felony;
- contributed to by or being engaged in an illegal occupation;
- injuring oneself intentionally or attempting or committing suicide, whether sane or not;
- active participation in a riot or insurrection. This does not include civil commotion or disorder, injury as an innocent bystander, or Injury for self-defense;
- participating in war or any act of war, whether declared or undeclared;
- combat or training for combat while serving in the armed forces of any nation or authority, including the National Guard, or similar government organizations;
- being intoxicated or under the influence of any controlled substance unless administered on the advice of a Physician;
- a Covered Loss that occurs while an Insured is legally incarcerated in a penal or correctional institution;
- any Insured undergoing cosmetic surgery. "Cosmetic Surgery", for purposes of this exclusion, means surgery that is performed to alter or reshape normal structures of the body in order to improve the Insured's appearance. "Cosmetic Surgery" shall not include reconstructive surgery when such surgery is performed to correct or repair abnormal structures of the body caused by congenital defects, developmental abnormalities, trauma, infection, tumors, or disease in order to improve function or create a normal appearance, to the extent possible;
- treatment for dental care or dental procedures, unless treatment is the result of a Covered Accident;
- any Admission or Daily Stay of a newborn Child immediately following Childbirth unless the newborn is Injured or Sick; and
- Mental or Nervous Disorders. This exclusion does not include dementia if it is a result of:
 - stroke, Alzheimer's disease, trauma, or viral infection.

Broker Commissions:

Base Commissions: Rates reflect flat 15% commissions.

PREMIUM COST CALCULATIONS - *For Unum internal use only*

Full-time Employees - Monthly Premiums				
	Employee Only Cost	Employee & Spouse Cost	Employee & Child(ren) Cost	Employee & Family Cost
Employee	\$17.42	\$17.42	\$17.42	\$17.42
Spouse	-	\$19.50	-	\$19.50
Child(ren)	-	-	\$8.88	\$8.88
Total	\$17.42	\$36.92	\$26.30	\$45.80

Be Well is included in the costs above. Actual billed amounts may vary due to rounding.



Final Monthly Portability Manual Rates (Issue Age):

Full-time Employees - Monthly Portability Rates			
	Employee	Spouse	Child(ren)
17-49	\$23.33	\$23.03	\$10.80
50-59	\$26.68	\$26.80	
60-64	\$34.57	\$35.10	
65+	\$60.86	\$61.18	

Be Well is included in the costs above. Actual billed amounts may vary due to rounding.

PROPOSAL CONDITIONS AND DISCLOSURES

Termination Provision for Hospital:

The Policyholder may cancel this Policy by providing us Written notice anytime. In any event of cancellation, coverage will continue through the end of the day the cancellation takes effect.

If the Policyholder provides notice of intention to cancel the Policy during the Grace Period, we will only collect premium for the period beginning on the first day of the Grace Period, until the later of:

- the date on which the notice is received; or
- the date of termination stated in the notice.

This Policy will automatically be cancelled on the last day of the Grace Period if premium has not been paid. The Policyholder is liable for all premium due while this Policy remains in force, including premium that becomes due during the Grace Period.

We may cancel or modify this Policy if:

- our participation requirements are not met, as applicable;
- the Policyholder does not promptly provide us with information that is reasonably required;
- the Policyholder fails to perform any of its obligations that relate to this Policy. Other than those specifically outlined within this Policy, such obligations may also include notification of enrollment timelines, fiduciary duties related to ERISA, and distribution of confirmation letters, certificates, or other materials;
- the premium is not paid in accordance with the provisions of this Policy that specify whether the Policyholder, the Insured, or both, pay(s) the premiums;
- the Policyholder does not promptly report to us the required information about any Employees who are added or removed from an Eligible Group;
- we determine that there is a significant change in the Policyholder or its Employees as a result of a corporate transaction such as a merger, divestiture, acquisition, sale, or reorganization that impacts the size, occupation, or age of any Eligible Groups;
- we provide the Policyholder with 31 days Written notice at any time after any rate guarantee period for any reason; or
- any change occurs in federal or state law, regulation, or regulatory process that substantially impacts this Policy, the benefits payable, or the risk insured.

In any event, we will provide Written notice to the Policyholder at least 31 days prior to any cancellation or modification date. The Policyholder may cancel this Policy if they choose not to accept the Policy modifications made by us.

The Policyholder is responsible for giving Insured Employees Written notice of the cancellation of this Policy as soon as reasonably possible.

Cancellation of this Policy will not affect a Payable Claim for an Insured.

Premium accepted after the date this Policy is cancelled will not act to reinstate this Policy. We will refund any premium paid that was in excess of what was owed.

PROPOSAL CONDITIONS AND DISCLOSURES

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 as well as 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. The Supplemental Commission rate depends on the total dollar amount of all eligible premiums or number of group policies that the broker had in force with Unum in the prior calendar year. The Supplemental Commission rate may range from 0% to 13.80% of total premium paid.
- Your broker may also be eligible to receive Supplemental Commissions on other insurance products, which may be calculated differently. 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, or if you want to speak to us directly about broker compensation, please call 1-800-ASK-UNUM (1-800-275-8686).

Proposal Conditions:

This proposal is under no circumstances a contract for the insurance coverage described within. If this proposal is accepted, a contract outlining the coverage will be issued. This proposal is based on census data received by Unum. Actual costs will be based on the final enrollment data of employees insured under the plan on its effective date. Quote assumes coverage of employees who are in active employment in the United States with the employer working the minimum hours for eligibility. Please contact your Unum representative to request a quote for coverage of any employees who do not fit this category. This quote will expire on the date listed on the first page and includes standard services only, unless otherwise expressly described herein. **Important Information Concerning the Sale of these Benefits:** State laws require that insurance brokers be licensed and appointed with the applicable Unum insurance subsidiary before engaging in the solicitation or sale of these benefits. Note that Unum cannot accept this business if the broker is not properly licensed and appointed before soliciting this proposal. Unum is prepared to help ensure compliance with these state regulations. Brokers who need to check their Unum appointment status should call 1-800-ASK-UNUM (1-800-275-8686). **Hospital Plan Form Number: GHIP16-1**

Recently, there has been heightened attention on companies that promote “tax advantaged” wellness programs to help sell voluntary benefits. These offerings promise employers that they can use their payroll tax savings to pay for the wellness program, and that employees can use income and payroll tax savings to purchase voluntary benefits.

Unum’s position is that this practice is not in compliance with applicable laws and regulations. This means Unum will not offer any products in conjunction with such a wellness plan offering.

For additional guidance please consult your tax attorney and see the IRS Chief Counsel Memorandum 201703013, addressing the taxability of fixed indemnity payments from wellness programs at <https://www.irs.gov/pub/irs-wd/201703013.pdf>

1. Employee Benefit Plan Review, “Group Accident & Health Surveys 1976-1990” (1977-1991); Gen Re, “U.S. Group Disability Market Surveys 1991-2013” (1992-2014); LIMRA, “U.S. Group Disability Insurance 2014-2016 Annual Sales and In Force” (2015-2017); LIMRA, “4Q 2017-2019 U.S. Workplace Disability Insurance Inforce” (2018-2020); LIMRA, “U.S. Workplace Disability In Force Report 4Q 2020-2021” (2021-2022) total group disability.
2. Fortune 100, 2021 and Unum Internal Data, 2022.
3. Unum internal data, 2022.

The Hospital product is underwritten by:
Unum Insurance Company, Portland, ME.



PROPOSAL CONDITIONS AND DISCLOSURES

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