



Accident Insurance

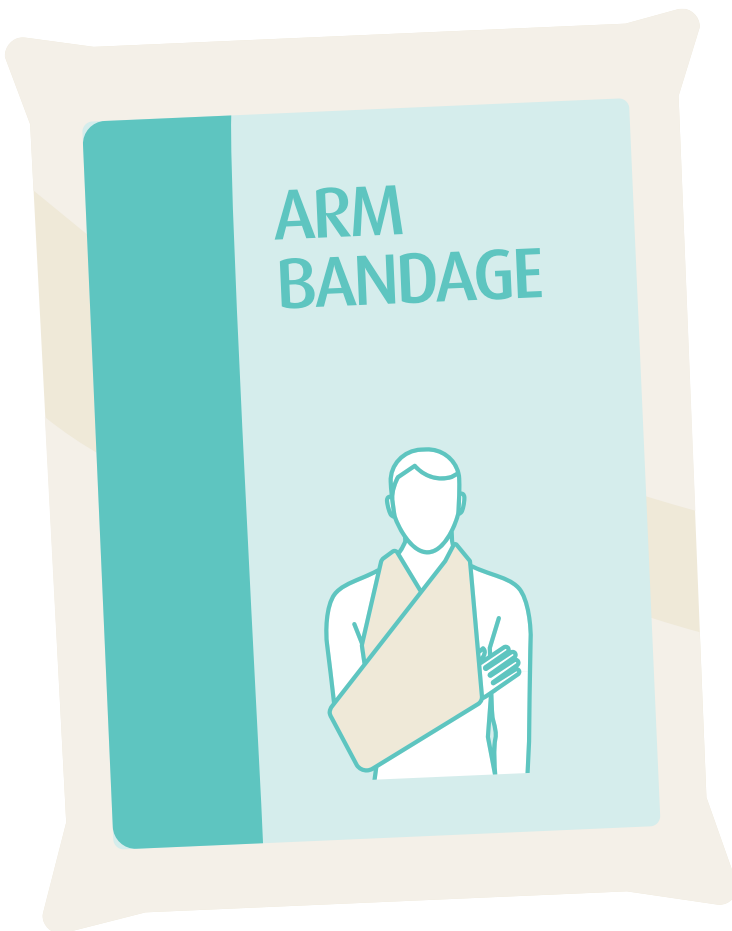
can pay you money for covered accidental injuries and their treatment.

How does it work?

Accident Insurance pays a set benefit amount based on the type of injury you have and the type of treatment you need. It covers accidents that occur on and off the job. And it includes a range of incidents, from common injuries to more serious events.

How to apply:

To learn more, watch for information from the Machinists Custom Choices Program Site Coordinator or call Employee Benefit Systems, Inc. at **1-888-521-2900**.



Why is this coverage so valuable?

- It can help you with out-of-pocket costs that your medical plan doesn't cover, like co-pays and deductibles.
- You're guaranteed base coverage, without answering health questions.
- The cost is conveniently deducted from your paycheck.
- You can keep your coverage if you change jobs or retire. You'll be billed directly.

Who can get coverage?

You	If you're actively at work*
Your spouse	Ages 17 to 64
Your children	Dependent children from birth until their 26th birthday, regardless of marital or student status.

DID YOU KNOW

Unum has been the leader in **group disability benefits for 40 years.**¹

#1

Group Disability²
Individual Disability³
Whole/Universal Life⁴

#3

Voluntary Benefits⁵
Critical Illness⁶

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 2014-2015 Annual Sales and In Force" (2015-2016).

² LIMRA, "U.S. Group Disability Insurance 2015 Annual Sales and In Force" (2016), based on inforce premium.

³ LIMRA, "Individual Disability Income Sales and In-Force Survey Annual Review 2015" (2016), based on multilife.

⁴ Eastbridge, "U.S. Worksite Sales Report, Carrier Results for Years 2002-2015" (2003-2016).

^{5,6} Eastbridge, "U.S. Worksite/Voluntary Sales Report: Carrier Results for 2015" (2016).

*Employees must be legally authorized to work in the United States and actively working at a U.S. location to receive coverage. Spouses and dependent children must reside in the United States to receive coverage.



Accident Insurance

See Schedule of Benefits for a complete listing of what is covered.

THIS IS A LIMITED BENEFITS POLICY.

Effective date of coverage

Coverage becomes effective on the first day of the month in which payroll deductions begin.

Strike Waiver of Premium

Unum will waive premium payments on this policy if:

- Unum receives notice that you are on Strike for at least 30 days;
- You are a dues paying member of the employer;
- The strike starts at least six months after the coverage effective date;
- The strike starts while this policy is in force; and
- Notice of the strike is received by Unum within 90 days of the Start of the strike. Premium payments will be waived for a maximum of 90 days. If the strike has not ended at the end of the 90 day period, you will be billed directly and must pay the premium if you wish to continue coverage. Strike means a lawful primary strike authorized as provided by the union's constitution and by-laws.

Exclusions and limitations

Unum will not pay 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.

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.

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. Unum will provide coverage for a payable claim which occurs while you are covered under this policy.

THIS IS A LIMITED BENEFITS POLICY

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. The policy has exclusions and limitations which may affect any benefits payable. For complete details of coverage and availability, please refer to Policy Form GA-1 et al. or contact your Unum representative.

Unum complies with state civil union and domestic partner laws when applicable.

Underwritten by:

Unum Life Insurance Company of America, Portland, Maine

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Accident Insurance – Schedule of Benefits

Covered injuries	Benefit amount	Emergency and hospitalization benefits	Benefit amount	Accidental death and other covered losses	Benefit amount
Fractures		Ambulance¹ (ground, once per accident)		Accidental death*	
Open Reduction	Up to \$7,500	Air ambulance	\$1,500	Employee	\$50,000
Closed Reduction	Up to \$3,750	Emergency room treatment		Spouse	\$20,000
Chips	25% of closed amount	\$400		Child	\$10,000
Dislocations		Emergency treatment in physician office/urgent care facility Either ER room or Primary Care/Specialist/Urgent Care benefit is payable once per covered accident		Initial accidental dismemberment — one benefit per accident, not payable with initial accidental loss	
Open Reduction	Up to \$6,000	Primary care physician	\$150	Loss of both hands or both feet; or	\$15,000
Closed Reduction	Up to \$3,000	Specialist	\$75	Loss of one hand and one foot; or	\$15,000
Burns		Urgent care facility	\$150	Loss of one hand or one foot;	\$7,500
At least 10 square inches, but less than 20 square inches	2nd degree – \$0 3rd degree – \$2,500	Hospital admission (admission or intensive care admission once per covered accident)		Loss of two or more fingers, toes or any combination; or	\$1,500
At least 20 square inches, but less than 35 square inches	2nd degree – \$0 3rd degree – \$5,000	\$1,500		Loss of one finger or toe	\$750
35 or more square inches of the body surface	2nd degree – \$1,000 3rd degree – \$10,000	Intensive care admission (same as above)		Catastrophic accidental dismemberment** — once per lifetime, not payable with catastrophic loss ⁵ Loss of both hands or both feet; or loss of one hand and one foot	
Skin grafts for 2nd and 3rd degree burns	50% of burn benefit	\$2,250		Employee (prior to age 65)	\$100,000
Skin graft for any other accidental traumatic loss of skin		Hospital confinement (per day up to 365 days)		Spouse and child (prior to age 65)	\$50,000
At least 10 square inches, but less than 20 square inches	\$150	\$300		Employee (ages 65–69)	\$50,000
At least 20 square inches, but less than 35 square inches	\$250	Intensive care confinement (per day up to 15 days)		Spouse and child (prior to age 65)	\$25,000
35 or more square inches of the body surface	\$500	\$600		Employee (70+ years old)	\$25,000
Concussion		Medical imaging test (once per accident)		Spouse and child (70+ years old)	\$12,500
\$150		\$100		Accidental loss — paralysis, sight, hearing and speech⁶ Initial accidental loss — one benefit per accident, not payable with initial dismemberment	
Coma		Outpatient surgery facility service (once per accident)		Permanent paralysis; or	\$15,000
\$10,000		\$150		Loss of sight of both eyes; or	\$15,000
Ruptured disc		Pain management (epidural, once per accident)		Loss of sight of one eye; or	\$7,500
\$800		\$100		Loss of the hearing of one ear	\$7,500
Knee cartilage		Treatment and other services		Catastrophic accidental loss** — once per lifetime, not payable with catastrophic dismemberment Permanent paralysis; or loss of hearing in both ears; or loss of the ability to speak; or loss of sight of both eyes	
Torn with surgical repair	\$750	Surgery benefit		Employee (prior to age 65)	\$100,000
Exploratory surgery or cartilage shaved, only	\$150	Open abdominal, thoracic		Spouse and child (prior to age 65)	\$50,000
Laceration		\$1,500		Employee (ages 65–69)	\$50,000
\$25–\$600		Exploratory (without repair)		Spouse and child (prior to age 65)	\$25,000
Tendon/ligament and rotator cuff		\$150		Employee (70+ years old)	\$25,000
Surgical repair of one	\$800	Hernia repair		Spouse and child (70+ years old)	\$12,500
Surgical repair of two or more	\$1,200	\$150		Physician follow-up visit (2 visits per accident)	
Exploratory surgery without repair	\$150	\$75		\$0	
Dental work, emergency		Chiropractic visit² (up to visits per calendar year)		Therapy services (up to 10 per accident)	
Extraction	\$100	Occupational therapy		\$35	
Crown	\$300	Speech therapy		\$35	
Eye injury		Physical therapy		\$35	
\$300		Prosthetic device or artificial limb			
		One		\$750	
		More than one		\$1,500	
		Appliance (once per accident)		\$100	
		Blood, plasma and platelets		\$400	
		Travel due to accident³ Transportation of more than 50+ miles from residence; 3 trips per accident; max 1,200 miles per round trip ⁴		\$0.40 per mile	
		Lodging (per night up to 30 days per accident)		\$150	
		Rehabilitation unit confinement (per day up to 15 days; max 30 days per calendar year)		\$100	

Accident coverage is a limited policy.

In CT, there is a \$500 benefit payable for outpatient emergency room medical care for accidental ingestion of a controlled substance.

*The accidental death benefit triples if the insured individual is injured as a fare-paying passenger on a common carrier: Employee—\$150,000; spouse—\$60,000; child—\$30,000

**Catastrophic accidental benefit — payable after fulfilling a 365 day elimination period.

1 In CA and CT, no ground or air ambulance benefit is payable.

2 In KS, no chiropractic benefit is payable.

3 In NJ, no transportation benefit is payable.

4 In NJ, no lodging benefit is payable.

5 In ME, catastrophic benefits amounts vary. In PA, catastrophic benefit provisions vary.

6 In PA, no paralysis benefit is payable.