

Group Accident Insurance



How does it work?

Accident Insurance provides 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.

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'll have base coverage without medical underwriting. 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	Can get coverage as long as you have purchased coverage for yourself.
Your children	Dependent children from birth until their 26th birthday, regardless of marital or student status.

*Employees must be legally authorized to work in the United States and actively working at a U.S. location to receive coverage. See Schedule of benefits for a complete listing of what is covered.

How much does it cost?

Your bi-weekly premium	Option 1	Option 2
You	\$3.24	\$1.86
You and your spouse	\$5.54	\$3.22
You and your children	\$6.55	\$3.93
Family	\$8.86	\$5.30

What's included?

Be Well Benefit

Every year, each covered member who has Accident coverage can also receive \$50 for a Be Well screening test, such as:

- Annual exams by a physician including sports physicals, well-child visits, dental and vision exams
- Screenings for cancer, cholesterol and diabetes
- Cardiovascular function screenings
- Imaging studies, including chest X-ray, mammography
- Immunizations including HPV, MMR, tetanus, influenza

Organized Sports Benefit

Each covered member that has Accident coverage is eligible for a 50% increase in payable benefits within the Injury and Treatment schedule of benefit categories. See disclosures and schedule of benefits for more information.

SCHEDULE OF BENEFITS

Option 1 Option 2

Accidental Death and Dismemberment

Coma		
Coma	\$10,000	\$5,000
Home & Vehicle Modifications		
Home & Vehicle Modifications	\$1,500	\$1,250
Paralysis		
Uniplegia	\$12,500	\$6,250
Hemi/Paraplegia	\$25,000	\$12,500
Triplegia	\$37,500	\$18,750
Quadriplegia	\$50,000	\$25,000

Hospitalization

Admission	\$1,500	\$800
Admission – Hospital ICU (added to Admission)	\$2,000	\$1,000
Daily Stay (365 days)	\$400	\$100
Daily Stay – Hospital ICU (added to Daily Stay)	\$100	\$100
Short Stay	N/A	N/A

Injury

Burns		
2nd Degree Burns - At least 5%, but less than 20% of skin surface	\$1,000	\$500
2nd Degree Burns - 20% or greater of skin surface	\$2,000	\$1,000
3rd Degree Burns - Less than 5% of skin surface	\$4,000	\$2,000
3rd Degree Burns - At least 5%, but less than 20% of skin surface	\$10,000	\$5,000
3rd Degree Burns - 20% or greater of skin surface	\$20,000	\$10,000
Concussion		
Concussion	\$500	\$250
Connective Tissue Damage		
One Connective Tissue (tendon, ligament, rotator cuff, muscle)	\$90	\$90
Two or more Connective Tissues (tendon, ligament, rotator cuff, muscle)	\$150	\$150
Dislocations		
Ankle bone or bones of the foot (other than toes)	\$3,000	\$1,650
Collarbone (acromioclavicular and separation)	\$600	\$325
Collarbone (sternoclavicular)	\$1,200	\$825
Finger or Toe (Digit)	\$300	\$150
Hand (other than Fingers)	\$900	\$500
Elbow joint	\$900	\$500
Wrist joint	\$900	\$500
Shoulder	\$900	\$500
Hip joint	\$6,000	\$3,375
Knee joint (other than patella)	\$3,000	\$1,650
Kneecap (patella)	\$900	\$500
Lower Jaw	\$900	\$500

Injury

Option 1 Option 2

Incomplete Dislocation - Payable as a % of the applicable Dislocations benefit	25%	25%
Eye Injury		
Eye Injury	\$200	\$200
Fractures		
Ankle (lower tibia or fibula)	\$800	\$450
Foot or Heel (other than Toes)	\$800	\$450
Bones of the Face or Nose (other than Lower Jaw, Mandible or Upper Jaw, Maxilla)	\$1,200	\$675
Collarbone (clavicle, sternum) or Shoulder Blade (scapula)	\$800	\$450
Finger or Toe (Digit)	\$400	\$225
Forearm (olecranon, radius, or ulna), Hand, or Wrist (other than Fingers)	\$800	\$450
Hip or Thigh (femur)	\$6,000	\$3,375
Kneecap (patella)	\$800	\$450
Leg (mid to upper tibia or fibula)	\$2,400	\$1,350
Lower Jaw, Mandible (other than alveolar process)	\$800	\$450
Pelvis	\$2,400	\$1,350
Rib	\$800	\$450
Tailbone (coccyx), Sacrum	\$800	\$450
Vertebral Processes	\$800	\$450
Skull (except bones of Face or Nose), Depressed	\$8,000	\$4,500
Skull (except bones of Face or Nose), Non-depressed	\$4,000	\$2,250
Upper Arm between Elbow and Shoulder (humerus)	\$1,200	\$675
Upper Jaw, Maxilla (other than alveolar process)	\$1,200	\$675
Vertebrae, body of (other than Vertebral Processes)	\$2,400	\$1,350
Chip Fracture - Payable as a % of the applicable Fractures benefit	25%	25%
Same bone maximum incurred per accident	1 Fracture	1 Fracture
Maximum payable multiplier for multiple bones	2 Times	2 Times
Internal Injuries		
Internal Injuries	\$200	\$200
Lacerations		
No Repair	\$85	\$50
Repair Less than 2 inches	\$250	\$150
Repair At least 2 inches but less than 6 inches	\$500	\$300
Repair 6 inches or greater	\$1,000	\$600
Loss of a Digit		
One Digit (other than a Thumb or Big Toe)	\$1,250	\$750
One Digit (a Thumb or Big Toe)	\$1,875	\$1,125
Two or more Digits	\$2,500	\$1,500

Injury

Option 1 Option 2

Knee Cartilage		
Knee Cartilage (Meniscus) Injury	\$250	\$150
Ruptured or Herniated Disc		
One Disc	\$210	\$150
Two or more Discs	\$350	\$250
Other		
Injury due to felony & sexual assault	\$250	\$150
Organized Sports	50%	50%

Recovery

Physician Follow-Up Visits	\$150	\$75
Physician Follow-Up Maximum Visits	6 Visits	6 Visits
Prescription Drug	\$50	\$25
Prescription Benefit Incidence per covered accident	1 Per Insured	1 Per Insured
Rehabilitation or Subacute Rehabilitation Unit	\$100	\$50
Behavior Health Therapy	\$100	\$50
Behavior Health Therapy visits	15 Days	15 Days
Therapy Services (chiro, speech, PT, occ, acupuncture/alternative)	\$100	\$50
Therapy Services Maximum Days	15 Days	15 Days

Surgery

Dislocations		
Dislocation, Surgical Repair - Payable as a % of the applicable Injury benefit	100%	100%
Anesthesia		
Epidural or Regional Anesthesia	\$100	\$60
General Anesthesia	\$250	\$150
Connective Tissue		
Exploratory without Repair	\$100	\$75
Repair for One Connective Tissue	\$800	\$600
Repair for Two or more Connective Tissues	\$1,200	\$900
Eye Surgery		
Eye Surgery, Requiring Anesthesia	\$300	\$200
Fractures		
Fractures, Surgical Repair - Payable as a % of the applicable Injury benefit	100%	100%
Surgical Repair same bone maximum incurred per accident	1 Fracture	1 Fracture
Surgical Repair same bone maximum payable multiplier for multiple bones	2 Times	2 Times
General Surgery		
Abdominal, Thoracic, or Cranial	\$1,500	\$1,000
Exploratory	\$150	\$100
Incidence per covered accident	1 Per Insured	1 Per Insured
Hernia Surgery		
Hernia Surgery	\$150	\$100

SCHEDULE OF BENEFITS

Option 1 Option 2

Surgery

Knee Cartilage		
Knee Cartilage (Meniscus) Exploratory without Repair	\$150	\$100
Knee Cartilage (Meniscus) with Repair	\$750	\$500
Outpatient Surgical Facility		
Outpatient Surgical Facility	\$300	\$200
Ruptured or Herniated Disc Surgery		
Exploratory without Repair	\$125	\$100
One Disc	\$675	\$525
Two or more Discs	\$1,000	\$800

Treatment

Organized Sports	50%	50%
Ambulance		
Air	\$2,500	\$750
Ground	\$600	\$200
Durable Medical Equipment		
Tier 1 (arm sling, cane, medical ring cushion)	\$100	\$50
Tier 2 (bedside commode, cold therapy system, crutches)	\$200	\$100
Tier 3 (back brace, body jacket, continuous passive movement, electric scooter)	\$400	\$200
Emergency Dental Repair		
Dental Crown	\$450	\$350
Dental Extraction	\$150	\$115
Filling or Chip Repair	\$115	\$90
Imaging		
Tier 1 - X-rays or Ultrasound	\$200	\$100
Tier 2 - Bone Scan, CAT, CT, EEG, MR, MRA, or MRI	\$400	\$200
Medical Imaging Incidence allowance covered accident per Tier	1 Per Insured Per Tier	1 Per Insured Per Tier
Lodging		
Lodging (per night)	\$200	\$150
Prosthetic Device		
One Device or Limb	\$1,000	\$750
Two or more Devices or Limbs	\$2,000	\$1,500
Skin Grafts		
For Burns - Payable as a % of the applicable Burn benefit	50%	50%
Not Burns - Less than 20% of skin surface	\$375	\$250
Not Burns - 20% or greater of skin surface	\$750	\$500
Treatment		
Emergency Room Treatment	\$250	\$150
Injections to Prevent or Limit Infection (tetanus, rabies, antivenom, immune globulin)	\$50	\$50
Pain Management Injections (epidural, cortisone, steroid)	\$150	\$100

Treatment

Transfusions	\$500	\$400
Transportation (per trip)	\$150	\$100
Family Care	\$50	\$50
Pet Boarding (per day)	\$30	\$30
Treatment in a Physician's Office or Urgent Care Facility (initial)	\$250	\$150

Active employment

You are considered in active employment if, on the day you apply for coverage, you are being paid regularly for the required 20 hours each week and you are performing the material and substantial duties of your regular occupation. Insurance coverage will be delayed if you are not in active employment because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective. New employees may have a waiting period to be eligible for coverage. Please contact your plan administrator to confirm your eligibility date.

If enrolling, and eligible for Medicare (age 65+; or disabled) the Guide to Health Insurance for People with Medicare is available at <https://www.medicare.gov/publications/02110-choosing-a-medigap-policy-a-guide-to-health-insurance-for-people-with-medicare.pdf>.

Effective date of coverage

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

Exclusions and limitations

We will not pay benefits for a claim that is caused by or resulting from 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;
- a Covered Loss that occurs while an Insured is legally incarcerated in a penal or correctional institution;
- elective procedures, cosmetic surgery, or reconstructive surgery unless it is a result of organ donation, trauma, infection, or other diseases;
- any Sickness, bodily infirmity, or Mental or Nervous Disorders, including diagnosis, treatment, or surgery for it;
- infection. This exclusion does not apply when the infection is due to a cut or wound sustained in a Covered Accident;
- experimental or investigational procedures;
- operating any motorized vehicle while intoxicated;
- operating, learning to operate, serving as a crew member of any aircraft or hot air balloon, including those which are not motor-driven, unless flying as a fare paying passenger;
- jumping, parachuting, or falling from any aircraft or hot air balloon, including those which are not motor-driven;
- travel or flight in any aircraft or hot air balloon, including those which are not motor-driven, if it is being used for testing or experimental purposes, used by or for any military authority, or used for travel beyond the earth's atmosphere;
- practicing for or participating in any semi-professional or professional competitive athletic contests for which any type of compensation or remuneration is received;
- riding or driving an air, land or water vehicle in a race, speed or endurance contest; and
- engaging in hang-gliding, bungee jumping, sail gliding, parasailing, parakiting, or BASE jumping.

Additionally, no benefits will be paid for a Covered Loss that occurs prior to the Coverage Effective Date.

End of Coverage

If you choose to cancel your coverage your coverage ends on the first of the month following the date you provide notification to your employer. Otherwise, your coverage ends on the earliest of the:

- the date this policy is canceled by Unum or your employer;
- the date you are no longer in an eligible group;
- the date your eligible group is no longer covered;
- the date of your death;
- the last day of the period any required premium contributions are made;
- the last day you are in active employment.

However, as long as premium is paid as required, coverage will continue

- in accordance with the Continuation of your Coverage during Absences provision; or
- if you elect to continue coverage for you, your Spouse, and Children under Portability of Accident Insurance.

We will provide coverage for a Payable Claim that occurs while you are covered under this certificate

THIS IS A LIMITED BENEFITS POLICY

This coverage is a supplement to health insurance. It is not a substitute for essential health benefits or minimum essential coverage as defined in federal law. Insureds in some states must be covered by comprehensive health insurance before applying for this coverage.

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 certificate form GAC16-1 et al. and GAC16-2 and Policy Form GAP16-1 et al. in all states or contact your Unum representative.

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

Underwritten by: Unum Insurance Company, Portland, Maine

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