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**MINUTES – TILLAMOOK COUNTY BOARD OF COMMISSIONERS' LEADERSHIP  
TEAM MEETING – Monday, December 1, 2014  
Page 1**

**FILED** 20  
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**DEC 31 2014**  
TASSI O'NEIL  
COUNTY CLERK

**WORKSHOP**

**COMMISSIONERS PRESENT:**

Bill Baertlein  
Mark Labhart  
Tim Josi

**STAFF PRESENT:** Paul Levesque, Chief of Staff; Tassi O'Neil, Clerk; Deb Clark, Treasurer; Sara Charlton, Librarian; Emily Hurliman, State Court Administrator; Bill Sargent, County Counsel; Del Schleichert, Director, Parks Department; Liane Welch, Director, Public Works; Joel Stevens, Justice of the Peace; Michael Soots, Director, Information Services; Denise Vandecoevering, Assessor; Andy Long, Sheriff; Mona Hamblen, Director, Human Resources; Dan Krein, Director, Juvenile Services; Bill Porter, District Attorney; and Dan McNutt, Surveyor.

**CALL TO ORDER:** By Chair O'Neil at 8:05 a.m. in Commissioners' Meeting Rooms A and B.

**ITEM NO. 1: ANNOUNCEMENTS/INTRODUCTIONS:** Chair O'Neil said Bryan Pohl will not be at this meeting. Liane Welch was elected County Engineer of the year for Oregon.

**ITEM NO. 2: EMERGENCY DRILL REVIEW:** Bill Sargent said in the last few drills not everyone evacuated the building. He will send out an email. The public address system is still not working. Michael Soots said the speakers on the phones are being used. The Space Committee meeting will be rescheduled. There are issues with some of the cameras.

Mona Hamblen announced that Tillamook County received a Citycounty Insurance Services (CIS) Safety Gold award at the Annual Association of Oregon Counties (AOC) Conference recently. John Zakariassen has provided training to the Safety Committee recently.

There was a discussion about where to send injured citizens who have had accidents in the building. If it is an employee they would go to Human Resources. If the person is a citizen they would go to the Commissioners' office.

Counsel Sargent will prepare an amendment to the Emergency Plan.

**ITEM NO. 3: DISCUSSION ON LIFE INSURANCE:** Ms. Hamblen distributed a plan description from Unum (see attached). The Team's consensus was to replace the decreasing life policy with a flat \$50,000 policy. Currently we have the most generous

**MINUTES – TILLAMOOK COUNTY BOARD OF COMMISSIONERS' LEADERSHIP  
TEAM MEETING -- Monday, December 1, 2014  
Page 2**

life insurance in the state, which she described. This will become part of union negotiations. If non-represented employees go forward now it is a sign of good faith. Everyone will be treated the same. We are keeping the Long Term Disability (LTD). We will reduce six policies to three. Ms. Hamblen is shooting for January for non-represented employees.

Ms. Welch suggested a communication plan on this. It is not incumbent on the county to meet our life insurance needs. Deb Clark wondered what would happen if represented employees did not agree. The savings is not that great with the new plan. It should be an all or nothing. Joel Stevens agreed. He added that we could vote to transition but wait for the unions to come on board. Consensus was to do so.

**ITEM NO. 4: DISCUSSION ON CREDIT CARD CHARGES:** Nick Hageman and Loren Fairbanks from Information Services gave a presentation on PCI-DSS compliance. He outlined three options. The first would be a separate standalone network for each of the 16 locations at \$52,000. The second option is similar, but it gets off of Virtual Merchant and uses data terminals. There is less hardware and software. It is more secure than option one. It would cost \$10,300 to implement. The third option involves a Telco terminal (telephone line) instead of a data network. It would cost \$4,800 to implement. From a technical standpoint, simpler is better. There was consensus that we not go with option one, but leave it to each end user whether they need option two or three.

Andy Long said he would start by trying option three. Bill Porter suggested ATM's and eliminate credit cards altogether.

**ITEM NO. 5: DISCUSSION ON BETTER COMMUNICATION WITH CIRCUIT COURT:** Commissioner Josi said this arose out of the courthouse heating issue. Mr. Soots will investigate adding Emily Hurliman's email to the courthouse employee and Leadership Team email groups.

**ITEM NO. 6: DISCUSSION ON ORDER ADOPTING POLICY FOR EXCLUSION OF INDIVIDUALS FROM COUNTY PREMISES:** Counsel Sargent said Sgt. Scott Kilgore and Chief Terry Wright have the forms. Mr. Porter described the background.

**ITEM NO. 7: DISCUSSION ON BUDGET:** Ms. Clark said the first two quarters of timber revenue came in much lower than budget estimates (see attached). It leaves a \$1,257,707 shortfall. We may need to reduce expenditures in the General Fund by \$1,200,000. The adopted budget will reduce cash by \$1,100,000. The Oregon Department of Forestry (ODF) said the last two quarters are estimated at \$1,900,000 to the General Fund. Historically the last two quarters receipted to the General fund have

**MINUTES – TILLAMOOK COUNTY BOARD OF COMMISSIONERS' LEADERSHIP  
TEAM MEETING – Monday, December 1, 2014**

**Page 3**

been \$1,600,000. That could be an additional \$300,000 less than budgeted for FY 2014-2015.

Mr. Porter said we need to stop paying non-departmental entities and stop large purchases. He suggested Friday afternoon closures. He said smaller cuts like this are preferable to waiting and taking more drastic actions.

Ms. Clark said capital projects have already been financed. The only other capital projects are computers/server replacements. She said travel/training could be cut. There is a \$750,000 transfer to the building improvement fund. These could be done by Board order and does not require the Budget Committee.

Commissioner Labhart said the sales are still out there and the revenues will still come in. It is just an anomaly this year and should not require layoffs. Commissioner Josi talked about revamping the state forest management plan. Commissioner Baertlein said we need to start planning now. Ms. Clark reviewed the reasons given by ODF for the delayed revenues. We will get the revenue eventually. We need course corrections now with six months left.

Commissioner Labhart asked that the Team get any ideas to Ms. Clark because the Board will make some decisions soon. Commissioner Josi asked Ms. Clark to come up with a list of recommendations followed by a workshop with the Leadership Team. Ms. Clark said she has some ideas. She said a ten percent reduction in materials and services will provide twenty-five percent of the needed funds; twenty percent would be half. Not transferring the remaining \$500,000 scheduled to the Building Improvement Fund may take care of it.

Commissioner Labhart said this has nothing to do with labor negotiations. Everyone was asked to look at ten percent and twenty percent cuts in Materials and Services from what they have left and notify Ms. Clark by the end of the week. (Note: after the meeting Ms. Clark said the twenty percent cut should be on what was budgeted at the beginning of the year.) The Leadership Team will meet December 15, 2014 at 8:00 a.m. A scheduler will go out from Chair O'Neil.

Ms. Clark reminded departments about the Claim Voucher schedules.

Mr. Soots said the Tuesday training will be on pivot tables in Excel.

**ITEM NO. 8: NEWSWORTHY DEPARTMENT UPDATES:** There was no time for this item.

**MINUTES – TILLAMOOK COUNTY BOARD OF COMMISSIONERS' LEADERSHIP  
TEAM MEETING – Monday, December 1, 2014  
Page 4**

**ITEM NO. 9: DATE AND TIME OF NEXT MEETING:** Monday, December 15, 2014 at 8:00 a.m.

There being no further business Chair O'Neil adjourned the meeting at 10:00 a.m.

**RESPECTFULLY SUBMITTED** this 31<sup>st</sup> day of December, 2014.

County Clerk: Tassi O'Neil

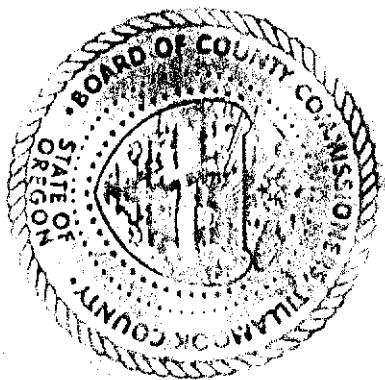
Susan L. Becraft  
Susan Becraft, Recording Secretary  
& Special Deputy

**APPROVED BY:**

Bill Baerle  
Chair

Chick  
Vice Chair

Joseph LaMont  
Commissioner



**NOTICE OF LEADERSHIP TEAM MEETING**

**of the**

**TILLAMOOK COUNTY BOARD OF COMMISSIONERS**

with Tillamook County Elected Officials  
and Department Heads

to be held

**Monday, December 1, 2014 at 8:00 a.m.**

**Commissioners' Meeting Rooms A & B**

County Courthouse, 201 Laurel Avenue, Tillamook, Oregon

**BOARD OF COMMISSIONERS**

Bill Baertlein, Chair

E-mail: [bbaertle@co.tillamook.or.us](mailto:bbaertle@co.tillamook.or.us)

Tim Josi, Vice Chair

E-mail: [tjosi@co.tillamook.or.us](mailto:tjosi@co.tillamook.or.us)

Mark Labhart, Commissioner

E-mail: [mlabhart@co.tillamook.or.us](mailto:mlabhart@co.tillamook.or.us)

201 Laurel Avenue

Tillamook, Oregon 97141

Phone: (503) 842-3403 FAX: (503) 842-1384

ANY QUESTIONS? Contact

Paul Levesque (503) 842-1809

E-mail: [plevesqu@co.tillamook.or.us](mailto:plevesqu@co.tillamook.or.us)

COUNTY WEBSITE: <http://www.co.tillamook.or.us>

**NOTE:** The Tillamook County Courthouse is accessible to persons with disabilities. If special accommodations are needed for persons with hearing, visual or manual impairments who wish to participate in the meeting, please contact (503) 842-3403 at least 24 hours prior to the meeting so that the appropriate communications assistance can be arranged.

## AGENDA

CALL TO ORDER: Monday, December 1, 2014 8:00 a.m.

### 1. ANNOUNCEMENTS/INTRODUCTIONS

#### NEW BUSINESS

2. Emergency Drill Review – Bill Sargent
3. Discussion on Life Insurance – Mona Hamblen
4. Discussion on Credit Card Charges – Michael Soots
5. Discussion on Better Communication with Circuit Court – Tassi O'Neil
6. Discussion on Order Adopting Policy for Exclusion of Individuals from County Premises
7. Discussion on Budget – Deb Clark
8. Newsworthy Department Updates (If Time Permits)

#### OLD BUSINESS

#### FUTURE BUSINESS

9. Date and Time of Next Meeting – January 5, 2015 at 8:00 a.m.

#### ADJOURN

### BOARD MEETINGS AND ANNOUNCEMENTS

The Tillamook County Courthouse, administrative offices in the jail and justice facility, the Road Department, Community Development, Surveyor's office, Health Department and clinics and Tillamook County Library will be **CLOSED** on **Thanksgiving Day, Thursday, November 27, 2014**. In addition, the county's holiday schedule and the AFSCME Union agreement designate the Friday after Thanksgiving as a holiday. Therefore, the county offices in the courthouse, administrative offices in the jail and justice facility, the Road Department, Community Development, Surveyor's office, the Health Department and clinics and Tillamook County Library will be **CLOSED** on **Friday, November 28, 2014**, to allow employees this time off. However, the State Circuit Court, in the County Courthouse, will be **OPEN** on **Friday, November 28, 2014**.

The commissioners will hold a workshop on **Wednesday, December 3, 2014** at **3:00 p.m.** to discuss the Dog Control Program and Animal Shelter. The workshop will be held in the commissioners' conference room A in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook.

The commissioners will hold a workshop on **Monday, December 15, 2015** at **10:00 a.m.** with John Upton for a quarterly report on Tillamook County's Retirement Plan. The workshop will be held in the commissioners' meeting Room B in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook.

The commissioners' evening board meeting schedule is as follows:

December 17, 2014  
January 21, 2015  
February 18, 2015  
March 18, 2015  
April 15, 2015  
May 20, 2015

Kiawanda Community Center  
County Courthouse  
New Nehalem City Hall  
Kiawanda Community Center  
County Courthouse  
Manzanita City Hall

There will no evening meeting in November. The evening meetings will begin at 6:30 p.m.

**BOARD OF COMMISSIONERS'  
LEADERSHIP TEAM  
MEETING**

**December 1, 2014**

PLEASE PRINT

Name

|                   |             |
|-------------------|-------------|
| Paul Levesque     | Dan Krein   |
| Tassi O'Neil      | Bill Porter |
| Deb Clark         |             |
| Sara Charlton     |             |
| Mark Lobdell      |             |
| Emily Hucliman    |             |
| Bill SARGENT      |             |
| Del SCHLEICHER    |             |
| Liane Welch       |             |
| Joel W. STEVENS   |             |
| Michael Soots     |             |
| Dennis Vandenberg |             |
| Bill Butler       |             |
| Andy Long         |             |
| Mona K. Hamilton  |             |
| Vain              |             |

(Please use reverse if necessary)



DAN MC MUTT

SURVEYOR



**Benefits & Cost Summary  
Group Life and Accidental Death and Dismemberment  
Insurance**

**PREPARED FOR:** Tillamook County

**SUBMITTED BY:** Don, Jeffrey Brink

**DATE:** August 6, 2014

This proposal for Life and AD&D insurance coverage includes all active full-time employees working 20 hours per week in the United States with the employer.

**Class 1:** All Other Employees not eligible in another group  
**Class 2:** Law Enforcement

**Number of Eligible Employees:** 213  
**Proposed coverage effective date:** October 1, 2014

***Plan Description:***

| <u>Employee Life Benefit Amount</u>   | <u>Overall Maximum</u> |
|---|------------------------|
| <b>Option 1</b><br>\$50,000   |                        |
| <b>Option 2</b><br>\$75,000   |                        |
| <b>Option 3</b><br>\$100,000  |                        |
| <b>Option 4</b><br>1 X annual earnings rounded to the next higher \$1,000   | \$150,000              |
| <b>Option 5</b><br>1.5 X annual earnings rounded to the next higher \$1,000 | \$150,000              |

**Employee Life Non-Medical Maximum**  
The Employee Life non-medical maximum is equal to the overall maximum.

|                 | <u>Employee AD&amp;D Benefit Amount</u>                                  | <u>AD&amp;D Maximum</u> |
|-----------------|--|-------------------------|
| <b>Option 1</b> |  |                         |
| <b>Class 1:</b> | \$50,000   |                         |
| <b>Class 2:</b> | \$60,000   |                         |
| <b>Option 2</b> |  |                         |
| <b>Class 1:</b> | \$75,000   |                         |
| <b>Class 2:</b> | \$85,000   |                         |
| <b>Option 3</b> |  |                         |
| <b>Class 1:</b> | \$100,000  |                         |
| <b>Class 2:</b> | \$110,000  |                         |
| <b>Option 4</b> |  |                         |
| <b>Class 1:</b> | 1 X annual earnings rounded to the next higher \$1,000                   | \$150,000               |
| <b>Class 2:</b> | 1 X annual earnings, plus \$10,000, rounded to the next higher \$1,000   | \$160,000               |
| <b>Option 5</b> |  |                         |
| <b>Class 1:</b> | 1.5 X annual earnings rounded to the next higher \$1,000                 | \$150,000               |
| <b>Class 2:</b> | 1.5 X annual earnings, plus \$10,000, rounded to the next higher \$1,000 | \$160,000               |



**Group Life and AD&D**

Tillamook County

**Employee Life and AD&D Benefit Reduction Formula**

Life and AD&D Benefit Reduces to:

- 65% at age 70; and
- 50% at age 75

***Rates and Cost Information:***

**Option 1 – Class 1, \$50,000 Life and AD&D  
Class 2, \$50,000 Life, \$60,000 AD&D**

|               | Volume       | Rate                | Monthly Cost |
|---------------|--------------|---------------------|--------------|
| Employee Life | \$10,590,000 | \$0.155 per \$1,000 | \$1,641.45   |
| Employee AD&D | \$11,006,500 | \$0.020 per \$1,000 | \$220.13     |

**Option 2 – Class 1, \$75,000 Life and AD&D  
Class 2, \$75,000 Life, \$85,000 AD&D**

|               | Volume       | Rate                | Monthly Cost |
|---------------|--------------|---------------------|--------------|
| Employee Life | \$15,885,000 | \$0.150 per \$1,000 | \$2,382.75   |
| Employee AD&D | \$16,301,500 | \$0.020 per \$1,000 | \$326.03     |

**Option 3 – Class 1, \$100,000 Life and AD&D  
Class 2, \$100,000 Life, \$110,000 AD&D**

|               | Volume       | Rate                | Monthly Cost |
|---------------|--------------|---------------------|--------------|
| Employee Life | \$21,180,000 | \$0.145 per \$1,000 | \$3,071.10   |
| Employee AD&D | \$21,596,500 | \$0.020 per \$1,000 | \$431.93     |

**Option 4 – Class 1, 1x to \$150,000 Life and AD&D  
Class 2, 1x to \$150,000 Life, 1x to \$160,000 AD&D**

|               | Volume       | Rate                | Monthly Cost |
|---------------|--------------|---------------------|--------------|
| Employee Life | \$11,433,850 | \$0.160 per \$1,000 | \$1,829.41   |
| Employee AD&D | \$11,850,350 | \$0.020 per \$1,000 | \$237.00     |

**Option 4 – Class 1, 1.5x to \$150,000 Life and AD&D  
Class 2, 1.5x to \$150,000 Life, 1x to \$160,000 AD&D**

|               | Volume       | Rate                | Monthly Cost |
|---------------|--------------|---------------------|--------------|
| Employee Life | \$17,050,200 | \$0.155 per \$1,000 | \$2,642.78   |
| Employee AD&D | \$17,050,200 | \$0.020 per \$1,000 | \$341.00     |

**Rate Guarantee:** 2 Years

**Employee Cost of Coverage Paid By:** Employer (Rate assumes 100% participation)

**Delayed Effective Date:** For employees who are absent from work on the date their coverage would normally begin (due to injury, sickness, layoff or leave of absence), coverage will begin on the date they return to active employment.



**Standard Plan Features Included in Quote:**

- Life Planning *Financial & Legal Resources*
- Life Insurance Conversion Privilege
- Unum Security Account
- 12 Month Rehire Provision
- AD&D Education Benefit - 6%-\$6,000
- AD&D Repatriation Benefit
- AD&D Seat Belt and Airbag Benefit - Employee Only 10%/\$25,000 Seatbelt-5%/\$5,000 Airbag
- AD&D Exposure and Disappearance Benefit
- Enhanced AD&D Schedule of Benefits and Losses
- Accelerated Benefit – 100% of the Life Amount to a maximum of \$250,000
- Employee Life Insurance Premium Waiver
- Portability

**Optional Plan Features Included:**

- AD&D Coma Benefit
- AD&D Felonious Assault Benefit

**Superior Administrative Support Features Included in Quote:**

- **Simplified** administration of group benefits through secured online tools:
  - Flexible plan administration and billing services
  - Easy access to frequently used forms
  - Claims information plan administrators need to assist employees and their families
  - A robust resource center filled with reference materials that enable plan administrators to be responsive to employee questions and industry information
  - Convenient online options of viewing or downloading your group insurance policy and employee certificate booklets
- Centralized toll-free Service Center for general inquiries
- Local Field Office Implementation Support
- Electronic Distribution of employee booklets - standard delivery
- Internet list bill and self accounting options
- Integrated Premium Waiver claims processing when sold with Unum LTD
- Compliance with ERISA reporting and disclosure requirements
- Superior Benefits Center Service Standards

**Coverage Exclusions:**

**Life Insurance:** 24 month suicide exclusion

(applies to contributory amounts and medically underwritten amounts)

Note: In the event of death by suicide during a 24 month suicide exclusion period, a refund of premiums will be made.

**AD&D Insurance:**

AD&D benefits will not be paid for accidental losses caused by, contributed to by, or resulting from:

- Suicide, self-destruction while sane, intentionally self-inflicted injury while sane, or self-inflicted injury while sane, or self-inflicted injury while insane
- Active participation in a riot
- Attempt to commit or commission of a crime
- War, declared or undeclared, or any act of war
- Use of any prescription or non-prescription drug, poison, fume or other chemical substance unless used according to the prescription or direction of the employee's physician. This exclusion does not apply if the chemical substance is ethanol.
- Disease of the body, or diagnostic, medical or surgical treatment, or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders
- Being intoxicated



**Group Life and AD&D**

Tillamook County

***Coverage Termination:***

An employee's coverage under the plan will end on the earliest of:

- the date the plan is cancelled;
- the date the employee is no longer in an eligible group;
- the date the employee's eligible group is no longer covered;
- the last day of the period for which the employee made any required contributions; or
- the last day the employee is in active employment, unless continued due to a covered layoff or leave of absence or due to an injury or sickness, as described in the contract.



## Long Term Disability Income Protection

Tillamook County

### Benefits & Cost Summary Long Term Disability Income Protection Insurance

**PREPARED FOR:** Tillamook County

**SUBMITTED BY:** Don, Jeffrey Brink

**DATE:** July 22, 2014

**Unum's Group Long Term Disability Income Protection Offering is designed to help the employer:**

- Provide sound financial protection in the event of a disability
- Increase productivity and performance
- Meet diverse employee needs at every life stage
- Attract and retain skilled employees

This proposal for Long Term Disability Income Protection Insurance coverage includes all active full-time employees working 20 hours per week in the United States with the employer.

**Number of Eligible Employees:** 213

#### ***Plan Description:***

**Proposed coverage effective date:** October 1, 2014

**Monthly Benefit:** 60% of monthly earnings to a maximum benefit of \$6,000 per month.

**Definition of Disability:**

- 2 Year Regular Occupation
- Zero-Day Residual
- Accelerated Elimination Period
- Work Incentive Benefit during the first 12 months of disability payments

**Elimination Period:**

- 90 Days
- 180 Day Accumulation Period

**Benefit Duration:** Social Security Retirement Age/Reducing Benefit Duration

**Social Security Integration:** Primary and family

#### **Optional Plan Features Included in Quote:**

- Conversion



## Long Term Disability Income Protection

Tillamook County

### Rates and Cost Information:

| Covered Payroll | Rate                     | Monthly Cost |
|-----------------|--------------------------|--------------|
| \$949,197.00    | 0.34% of Covered Payroll | \$3,227.26   |

**Rate Guarantee:** 2 Years

For purposes of calculating benefits and cost, an employee's "monthly earnings" is assumed to mean: gross monthly income before taxes, including any pre-tax contributions to a deferred compensation plan, **excluding** commissions, bonuses, overtime pay or other extra compensation.

**Cost of Coverage Paid By:** Employer (Rate assumes 100% participation)

### General Information Regarding Benefit Taxability and Integration:

In general, the LTD monthly payment will be taxable:

- If the Employer pays the premiums and employees' salaries are not grossed-up to include premiums as taxable income.
- If the Employees pay premiums with **pre-tax** dollars.
- If Employees share payments of premiums with the employer, a portion of the benefits will be taxed.

In general, the LTD monthly payment will not be taxable:

- If Employees pay premiums with **post-tax** dollars.
- If the Employer pays the premiums and employees' salaries are grossed-up to include premiums as taxable income.

The LTD monthly payment may be reduced by amounts the employee receives or is entitled to receive from deductible sources of income (offsets) and disability earnings.

### Standard Plan Features Included in Quote:

- Work-life balance employee assistance program
- Worldwide emergency travel assistance services
- HR®/BenefitsAnswersNow™
- Rehabilitation and Return to Work Assistance Program
- Dependent Care Benefit
- Guaranteed Insurability
- Full Maternity Benefits
- 3 Month Lump-Sum Accelerated Survivor Benefit
- Indexed Pre-Disability Earnings
- "Freeze" in Cost of Living Increases from Deductible Sources of Income
- Waiver of Premium for employees receiving LTD payments
- 12 Month Rehire Provision
- Comparative Reporting and Analysis
- Minimum Monthly Benefit - greater of \$100 or 10% of the gross disability payment



## Long Term Disability Income Protection

Tillamook County

### Superior Administrative Support Features Included in Quote:

- **Simplified** administration of group benefits through secured online tools:
  - Flexible plan administration and billing services
  - Easy access to frequently used forms
  - Claims information plan administrators need to assist employees and their families
  - Information and tools on industry leading absence management programs
  - A robust resource center filled with reference materials that enable plan administrators to be responsive to employee questions and industry information
  - Convenient online options of viewing or downloading your group insurance policy and employee certificate booklets
- Superior Benefits Center Service Standards
- Centralized toll-free Service Center for general inquiries
- Local Field Office Implementation Support
- Electronic Distribution of employee booklets - standard delivery
- Internet list bill and self accounting options
- Integrated with Life Premium Waiver when sold with Unum Life plan
- Compliance with ERISA reporting and disclosure requirements

### Coverage Exclusions and Limitations:

#### Limitations:

- 24 months Mental Illness and Self-Reported Symptom

#### Exclusions:

- 3/12 Pre-Existing Condition\*
- Intentionally self-inflicted injuries
- Active participation in a riot
- Loss of Professional License, Occupational License or Certification
- Commission of a crime for which the employee has been convicted
- War, declared or undeclared, or any act of war
- Incarceration

#### \* A "Pre-Existing Condition" means the insured employee:

- received medical treatment, consultation, care or services including diagnostic measures or took prescribed drugs or medicines in the 3 months just prior to his/her effective date of coverage; and
- the disability begins in the first 12 months after the employee's effective date of coverage.

### Coverage Termination:

An employee's coverage under the plan will end on the earliest of:

- the date the policy or a plan is cancelled;
- the date the employee is no longer in an eligible group;
- the date the employee's eligible group is no longer covered;
- the last day of the period for which the employee made any required contributions; or
- the last day the employee is in active employment, unless they are absent due to a covered layoff or leave of absence.





Benefits & Cost Summary
Group Lifestyle Life and Accidental Death and Dismemberment Insurance

PREPARED FOR: Tillamook County

SUBMITTED BY: Don, Jeffrey Brink

DATE: August 6, 2014

This proposal for Lifestyle Life and AD&D insurance coverage includes all active full-time employees working 30 hours per week in the United States with the employer.

Number of Eligible Employees: 213

Proposed coverage effective date: January 1, 2015

Plan Description:

Employee Life and AD&D Benefit Amount

Overall Maximum

Amounts in \$10,000 benefit units as applied for by the employee and approved by Unum

The lesser of 5 X annual earnings or \$500,000

Employee Life Non-Medical Maximum

\$100,000

Employee Life and AD&D Benefit Reduction Formula

Life and AD&D Benefit Reduces to:

- 65% at age 70; and
- 50% at age 75

Dependent Life and AD&D Benefit Amount

Overall Maximum

Spouse:

Amounts in \$5,000 benefit units as applied for by the employee and approved by Unum

The lesser of 100% of the Employee Life amount or \$500,000

Child:

- Live birth to 14 days: \$1,000
- 14 days to 6 months: \$1,000
- 6 months to 19 years (26 years if full-time student):
Amounts in \$1,000 benefit units as applied for by the employee and approved by Unum

The lesser of 100% of the Employee Life amount or \$10,000

Spouse Life Non-Medical Maximum:

\$30,000

Spouse Life and AD&D Benefit Reduction Formula:

The Spouse Life and AD&D Benefit amount will reduce by the same percentage and at the same time as the Employee Life and AD&D Benefit amount.

The amount of Life and/or AD&D Insurance for a dependent will not be more than 100% of the employee Life and/or AD&D amount. The employee must be covered for Life and/or AD&D in order to insure dependents for Life and/or AD&D.



**Rates and Cost Information:**

**Life Rates**

|            | <b>Employee Life Monthly Step Rates per \$1,000</b> | <b>Spouse Life Monthly Step Rates per \$1,000</b> | <b>Child Life Monthly Rate</b> |
|------------|---|---|--------------------------------|
| <b>Age</b> | <b>Rate</b>   | <b>Rate</b>                                       | \$0.32 per \$1,000             |
| 15-24      | 0.04  | 0.04  |                                |
| 25-29      | 0.04  | 0.04  |                                |
| 30-34      | 0.05  | 0.05  |                                |
| 35-39      | 0.07  | 0.07  |                                |
| 40-44      | 0.10  | 0.10  |                                |
| 45-49      | 0.14  | 0.14  |                                |
| 50-54      | 0.22  | 0.22  |                                |
| 55-59      | 0.41  | 0.41  |                                |
| 60-64      | 0.63  | 0.63  |                                |
| 65-69      | 1.19  | 1.19  |                                |
| 70-74      | 2.55  | 2.55  |                                |
| 75+        | 7.81  | 7.81  |                                |

**AD&D Rates**

| <b>Employee AD&amp;D Monthly Rate</b> | <b>Spouse AD&amp;D Monthly Rate</b> | <b>Child AD&amp;D Monthly Rate</b> |
|---------------------------------------|-------------------------------------|------------------------------------|
| \$0.07 per \$1,000                    | \$0.07 per \$1,000                  | \$0.070 per \$1,000                |

**Rate Guarantee: 3 Years**

For purposes of calculating benefits and cost, an employee's "annual earnings" is assumed to mean: gross annual income before taxes, including any pre-tax contributions to a deferred compensation plan, **excluding** commissions, bonuses, overtime pay or other extra compensation.

**Cost of Coverage Paid By:** Employees

**Minimum Participation:** In order for the case to be effective, the greater of 10 employees or 20% of the eligible employees must participate in the plan.

**Delayed Effective Date:** For employees who are absent from work on the date their coverage would normally begin (due to injury, sickness, layoff or leave of absence), coverage will begin on the first of the month coincident with or next following the date they return to active employment.

For eligible dependents that are totally disabled on the date their coverage would normally begin, coverage will begin on the first of the month coincident with or next following the date they are no longer totally disabled. This does not apply to a newborn child while dependent insurance is in effect.



**Lifestyle Life and AD&D**

Tillamook County

**Example of Calculating Monthly Cost:**

**Lifestyle Life Example:**

|                   | Age |   | Life Volume |   | Benefit Unit |   | Unit Rate |   | Cost*  |
|-------------------|-----|---|-------------|---|--------------|---|-----------|---|--------|
| <b>Employee</b>   | 30  | @ | \$100,000   | / | 10000        | X | 0.990     | = | \$9.90 |
| <b>Spouse</b>     | 30  | @ | \$20,000    | / | 5000         | X | 0.480     | = | \$1.92 |
| <b>Child(ren)</b> | 4   | @ | \$4,000     | / | 2000         | X | 0.749     | = | \$1.50 |

|                                   |         |
|-----------------------------------|---------|
| <b>Per Monthly Paycheck Cost:</b> | \$13.32 |
|-----------------------------------|---------|

**Lifestyle AD&D Example:**

|                   | Age |   | AD&D Volume |   | Benefit Unit |   | Unit Rate |   | Cost*  |
|-------------------|-----|---|-------------|---|--------------|---|-----------|---|--------|
| <b>Employee</b>   | 30  | @ | \$100,000   | / | 10000        | X | 0.665     | = | \$6.65 |
| <b>Spouse</b>     | 30  | @ | \$20,000    | / | 5000         | X | 0.350     | = | \$1.40 |
| <b>Child(ren)</b> | 4   | @ | \$4,000     | / | 2000         | X | 0.070     | = | \$0.14 |

|                                   |        |
|-----------------------------------|--------|
| <b>Per Monthly Paycheck Cost:</b> | \$8.19 |
|-----------------------------------|--------|

\*Note: To determine the **biweekly** cost, first multiply cost by 12, then divide by 26.

i.e. Biweekly cost = (Monthly Cost x 12) / 26

**Standard Plan Features Included in Quote:**

- Life Planning *Financial & Legal Resources*
- Annual Enrollment Period
- Customized Enrollment
- Life Insurance Conversion Privilege
- Unum Security Account
- 12 Month Rehire Provision
- AD&D Education Benefit - 6%-\$6,000
- AD&D Repatriation Benefit
- AD&D Seat Belt and Airbag Benefit - Employee/Dependent 10%/\$25,000 Seatbelt-5%/\$5,000 Airbag
- AD&D Exposure and Disappearance Benefit
- Enhanced AD&D Schedule of Benefits and Losses
- Accelerated Benefit - 100% of the Life Amount to a maximum of \$250,000
- Employee Life Insurance Premium Waiver
- Portability



**Superior Administrative Support Features Included in Quote:**

- **Simplified** administration of group benefits through secured online tools:
  - Flexible plan administration and billing services
  - Easy access to frequently used forms
  - Claims information plan administrators need to assist employees and their families
  - A robust resource center filled with reference materials that enable plan administrators to be responsive to employee questions and industry information
  - Convenient online options of viewing or downloading your group insurance policy and employee certificate booklets
- Centralized toll-free Service Center for general inquiries
- Local Field Office Implementation Support
- Electronic Distribution of employee booklets - standard delivery
- Internet list bill and self accounting options
- Integrated Premium Waiver claims processing when sold with Unum LTD
- Compliance with ERISA reporting and disclosure requirements
- Superior Benefits Center Service Standards

**Coverage Exclusions:**

**Life Insurance:** 24 month suicide exclusion

Note: In the event of death by suicide during a 24 month suicide exclusion period, a refund of premiums will be made.

**AD&D Insurance:**

AD&D benefits will not be paid for accidental losses caused by, contributed to by, or resulting from:

- Suicide, self-destruction while sane, intentionally self-inflicted injury while sane, or self-inflicted injury while sane, or self-inflicted injury while insane
- Active participation in a riot
- Attempt to commit or commission of a crime
- War, declared or undeclared, or any act of war
- Use of any prescription or non-prescription drug, poison, fume or other chemical substance unless used according to the prescription or direction of the employee's or their dependent's physician. This exclusion does not apply if the chemical substance is ethanol.
- Disease of the body, or diagnostic, medical or surgical treatment, or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders
- Being intoxicated

**Coverage Termination:**

An employee's coverage under the plan will end on the earliest of:

- the date the plan is cancelled;
- the date the employee is no longer in an eligible group;
- the date the employee's eligible group is no longer covered;
- the last day of the period for which the employee made any required contributions; or
- the last day the employee is in active employment, unless continued due to a covered layoff or leave of absence or due to an injury or sickness, as described in the contract.

The contract has additional provisions relating to dependent coverage termination. See your Unum representative for details.



## Lifestyle Life/AD&D Highlights

Tillamook County

### Lifestyle Life/AD&D Coverage Highlights & Descriptions:

Some features listed below may be applicable only to certain employee classes. Please see the "Plan Description" section of your Lifestyle Life/AD&D Benefits and Cost Summary for specific plan details.

**Life Planning Financial & Legal Resources:** This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost to them. This service is also extended to employees upon the death or terminal illness of their covered spouse. The financial consultants are master level consultants. They will help develop strategies needed to protect resources, preserve current lifestyles, and build future security. At no time will the consultants offer or sell any product or service.

**Accelerated Benefit:** Pays a portion of the insured employee's or dependent's Life benefit in the event the insured employee or dependent becomes terminally ill, and the employee's or dependent's life expectancy has been reduced to less than 12 months. The employee's or dependent's death benefit will be reduced by the Accelerated Life Benefit paid.

**Portability:** Allows an insured employee and their dependents to elect portable coverage, at group rates, if the employee terminates employment, reduces hours or retires from the employer. Employees and their dependents are not eligible for portable coverage if they have an injury or sickness, under the terms of this plan, that has a material effect on life expectancy.

**Life Insurance Premium Waiver:** Life insurance premiums will be waived for insured employees who become disabled prior to a specified age, and who remain disabled during an elimination period.

**Premium Waiver Benefit Maximum:** To Age 65

**Life Insurance Conversion Privilege:** When an insured employee's group coverage ends, employees and their dependents may convert their coverage to individual life policies without providing evidence of insurability.

**AD&D Covered Losses and Benefits:** The AD&D plan provides additional protection for insured employees in the event of an accidental bodily injury resulting in death or dismemberment. Benefits resulting from the accidental death are paid to the named beneficiary. Benefits resulting from a dismembering injury are paid to the insured. The loss must occur within 365 days of the accident.

| For Loss of:                                    | The Benefit will be:        |
|---|-----------------------------|
| • Life  | The full amount             |
| • Both hands or both feet or sight of both eyes | The full amount             |
| • One hand and one foot                         | The full amount             |
| • One hand or one foot and the sight of one eye | The full amount             |
| • Speech and hearing                            | The full amount             |
| • One hand or one foot                          | One half the full amount    |
| • Speech or hearing                             | One half the full amount    |
| • Sight of one eye                              | One half the full amount    |
| • Thumb and index finger of the same hand       | One quarter the full amount |

No more than the full amount will be paid for all losses resulting from the same accident.



## **Lifestyle Life/AD&D Highlights**

Tillamook County

### **AD&D Education Benefit:**

Pays an additional lump sum benefit, to each qualified child of a deceased insured employee (provided death occurs within 365 days of the accidental bodily injury), equal to the lesser of:

- 6% of the employee's AD&D benefit amount; or
- \$6,000.

*Maximum Benefit Payments: 4 per lifetime*

*Maximum Benefit Amount: \$24,000*

*Maximum Benefit Period: 6 years from the date of the first benefit payment*

In order to qualify, a child must continue to be enrolled full-time in an accredited post-secondary institution of higher learning beyond the 12th grade level. If still at the 12th grade level, then the child must enroll in such an institution within 365 days of the employee's date of death.

### **AD&D Repatriation Benefit:**

Pays an additional accidental death benefit of up to \$5,000 for preparation and transportation of a deceased insured employee or their dependents, provided death occurs at least 100 miles from the employee's or their dependent's principal residence.



## Lifestyle Life/AD&D Highlights

Tillamook County

### AD&D Seat Belt and Airbag Benefit:

Pays an additional accidental death benefit if an insured employee or their dependent dies while properly wearing a seat belt, and an additional accidental death benefit if the employee or their dependent was protected by an airbag.

#### *Benefit Amount:*

- Seatbelt: 10% of the Full Amount of the insured employee's or their dependent's accidental death and dismemberment insurance benefit.
- Airbag: 5% of the Full Amount of the insured employee's or their dependent's accidental death and dismemberment insurance benefit.

#### *Maximum Benefit:*

- Seatbelt: \$25,000
- Airbag: \$5,000.

### AD&D Exposure and Disappearance Benefit:

Pays a benefit if the insured employee or their dependents sustains an accidental bodily injury and is unavoidably exposed to the elements and suffers a loss.

Unum will presume the insured employee or their dependents suffered loss of life due to an accident if:

- they are riding in a common public passenger carrier that is involved in an accident covered under the contract; and
- as a result of the accident, the common public passenger carrier is wrecked, sinks, is stranded, or disappears; and
- the insured employee's or their dependent's body is not found within one year of the accident.

### Unum Security Account:

For Life and AD&D claims that are \$10,000 or greater, a Retained Asset Account (the Unum Security Account) will be made available to the designated beneficiary. This account allows access to all paid benefits immediately, while paying interest on benefits that have not been accessed.

Claim payment is satisfied by establishment of the Unum Retained Asset Account. The funds are retained in Unum's general account and Unum pays a guaranteed rate of interest on the funds in the retained asset account regardless of the investment performance of Unum's general account. The beneficiary can request a lump sum check instead of the retained asset account or they can access all or part of the funds in the retained asset account by writing a single or multiple drafts.

While the funds are not FDIC insured, they are guaranteed by State Guaranty Associations.

For more information regarding the Unum Retained Asset Account please contact your Unum representative.



## General Information

Tillamook County

### **Contacting Your Unum Sales Office:**

**Location:** Unum - Portland Oregon Sales  
111 SW Columbia Street  
Suite 900  
Portland, OR 97201

**Telephone:** (503) 221-2243  
**Fax:** (503) 221-2258

**Sales Team:** Jennifer Bjorkland, Senior Account Executive  
Jesse Martin, Sales Coordinator

### **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. Please contact your Unum representative to request a quote for coverage of any employees who do not fit this category. **This quote will remain open until October 20, 2014 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 the Broker Compensation Service Center at 800-633-7491 opt. 2.

Life/AD&D Policy Form Number: C.FP-2

Unum is a registered trademark and marketing brand of Unum Group and its insuring subsidiaries.

Underwritten by:  
Unum Life Insurance Company of America  
Portland, Maine 04122  
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(G-72128)

### **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.





## General Information

Tillamook County

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](http://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).



### **Internet Service Solutions:**

As your benefits partner, we understand the complexities of benefits management and the increasing demands on your time. To meet your needs, we're creating online solutions that help you with day-to-day plan administration and ongoing benefits management.

As a feature of your group benefits plan, our secure Internet Services give you access to tools that allow registered users to:

- Access Coverage information
- View and update billing data
- Process employee changes
- Pay premium and check billing history
- Assist employees with filing a claim

A unique feature allows you to customize access to the site, giving different people in your company access only to the tools or information they need.

The secure Employer Internet Services website is available 24 hours a day, seven days a week. The website is supported by our Internet Service Center, with service experts available to assist you from 8 a.m. to 5 p.m. Eastern Time.

### **Administration & Billing**

- Easy access to your Group Insurance Policy
- Electronic employee certificate booklets
- Helpful plan administration guides
- Billing services available by billing account, allowing you to create a unique billing profile for each area within your company, including:
  - Flexible options for online list bill or self-accounting premium statement. Customers electing a list bill can update employee information, change coverage options, adjust salary information and more.
  - E-mail notification for immediate access to new premium statements
- Convenient payment options
- Timely status reports on employee applications submitted for medical underwriting
- Simplified data transfer of multiple employee data files

### **Claims**

Fast and easy access to the information you need to assist your employees with a Unum claim, including frequently asked questions regarding the claims process, information on how to complete a claim form, and convenient access to a directory of online claim forms.

### **Forms**

Application and enrollment forms, marketing materials and requests for customer service are ready to be completed, downloaded or printed at your convenience.



## Resource Center

Timely reference material and work tools including:

- **HR Guidebooks** to help you navigate the complexities of FMLA, ADA, ERISA, HIPAA and Mergers & Acquisitions
- **Employee service tools** to inform your workforce about assistance services included with Unum coverages
- **Unum news** to provide the latest on our products and services

## Workplace Productivity

Unum partners with you to build stronger employee benefits programs that help you maintain productivity in the workplace. We provide you with information and tools on:

- **Employee assistance services**  
- Information on valuable employee assistance services that are designed to support your employees during life's everyday challenges
- **About our products & services**  
- Integrated benefit solutions that address specific corporate needs for cost control, risk management and productivity
- **Absence management**  
- **Employee absence and your bottom line** – Unum research on the impact of disability on your employee medical costs  
- **Corporate Return-to-Work Program Development**  
- Resources to help you plan better for employee lost time, return employees to work and control the cost of lost time

**For more information, contact your  
Unum service representative, visit  
[www.unum.com/employers](http://www.unum.com/employers),  
or call our Internet Service Center  
(1-877-225-2712, option 2)**



## LTD Coverage Highlights & Descriptions

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

|  |  |
|--|--|
| <b>Group Long Term Disability Income Protection:</b> | <p>Benefits that recognize and support the realities of daily life are of true value to employees today, whether or not they have a disability. With this in mind, Group LTD Income Protection has been designed to match the full spectrum of employer needs more effectively than ever before. Unum's Group LTD Income Protection Program offers these family-focused benefits and support services:</p> <ul style="list-style-type: none"><li>• <b>Work-life balance employee assistance program:</b> provides access to a comprehensive employee assistance and work-life program for the insured employee and their family, to help manage workplace stress and deal more effectively with personal issues ranging from severe to everyday problems. As an additional feature, the program includes these services:<ul style="list-style-type: none"><li>– OnClaim Support</li><li>– Will Preparation (when LTD is sold with Life)</li></ul></li><li>• <b>Worldwide emergency travel assistance services:</b> delivers global travel assistance including medical and legal emergency support for employees and their families who travel for business or pleasure more than 100 miles from home.</li></ul> <p><b>Dependent Care Benefit:</b> Pays an additional \$350 per dependent per month, to an overall family maximum of \$1,000, to disabled employees who are receiving LTD payments while participating in the Rehab/Return to Work Assistance program.</p> |
|--|--|

**HR®/BenefitsAnswersNow™:** HR®/BenefitsAnswersNow™ is a regularly updated, online reference featuring two critical resources: HR compliance and benefits information. This well organized, easily searchable library of federal and state employment law is available around the clock to help you meet your business's growing HR challenges. You can also choose to receive regular monthly e-mail updates on HR news and trends. Customer support is available by telephone and e-mail.

**Rehabilitation and Return to Work Assistance Program:** Provides a rehabilitation and return to work assistance benefit for disabled employees who are receiving LTD payments, and who are medically able to participate. Unum will determine eligibility for this program.

**Conversion:** Allows the insured employee to purchase insurance under Unum's group conversion policy, in certain instances, within 31 days following their employment termination.



**Life/AD&D Coverage Highlights & Descriptions:**

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

**Life Planning Financial & Legal Resources:** This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost to them. This service is also extended to employees upon the death or terminal illness of their covered spouse. The financial consultants are master level consultants. They will help develop strategies needed to protect resources, preserve current lifestyles, and build future security. At no time will the consultants offer or sell any product or service.

**Accelerated Benefit:** Pays a portion of the insured employee's Life benefit in the event the insured employee becomes terminally ill, and the employee's life expectancy has been reduced to less than 12 months. The employee's death benefit will be reduced by the Accelerated Life Benefit paid.

**Portability:** Allows an insured employee to elect portable coverage, at group rates, if the employee terminates employment, reduces hours or retires from the employer. Employees are not eligible for portable coverage if they have an injury or sickness, under the terms of this plan, that has a material effect on life expectancy.

**Life Insurance Premium Waiver:** Life insurance premiums will be waived for insured employees who become disabled prior to a specified age, and who remain disabled during an elimination period.

**Premium Waiver Benefit Maximum:** To Age 65

**Life Insurance Conversion Privilege:** When an insured employee's group coverage ends, employees may convert their coverage to individual life policies without providing evidence of insurability.

**AD&D Covered Losses and Benefits:** The AD&D plan provides additional protection for insured employees in the event of an accidental bodily injury resulting in death or dismemberment. Benefits resulting from the accidental death are paid to the named beneficiary. Benefits resulting from a dismembering injury are paid to the insured. The loss must occur within 365 days of the accident.

| For Loss of:                                    | The Benefit will be:        |
|---|-----------------------------|
| • Life  | The full amount             |
| • Both hands or both feet or sight of both eyes | The full amount             |
| • One hand and one foot                         | The full amount             |
| • One hand or one foot and the sight of one eye | The full amount             |
| • Speech and hearing                            | The full amount             |
| • One hand or one foot                          | One half the full amount    |
| • Speech or hearing                             | One half the full amount    |
| • Sight of one eye                              | One half the full amount    |
| • Thumb and index finger of the same hand       | One quarter the full amount |



# Life/AD&D Highlights

Tillamook County

| Additional Options:   | The Benefit will be:           |
|-----------------------|--------------------------------|
| • <b>Quadriplegia</b> | The full amount                |
| • <b>Triplegia</b>    | Three quarters the full amount |
| • <b>Paraplegia</b>   | Three quarters the full amount |
| • <b>Hemiplegia</b>   | One half the full amount       |
| • <b>Uniplegia</b>    | One quarter the full amount    |

No more than the full amount will be paid for all losses resulting from the same accident.

### AD&D Education Benefit:

Pays an additional lump sum benefit, to each qualified child of a deceased insured employee (provided death occurs within 365 days of the accidental bodily injury), equal to the lesser of:

- 6% of the employee's AD&D benefit amount; or
- \$6,000.

*Maximum Benefit Payments: 4 per lifetime*

*Maximum Benefit Amount: \$24,000*

*Maximum Benefit Period: 6 years from the date of the first benefit payment*

In order to qualify, a child must continue to be enrolled full-time in an accredited post-secondary institution of higher learning beyond the 12th grade level. If still at the 12th grade level, then the child must enroll in such an institution within 365 days of the employee's date of death.

### AD&D Repatriation Benefit:

Pays an additional accidental death benefit of up to \$5,000 for preparation and transportation of a deceased insured employee, provided death occurs at least 100 miles from the employee's principal residence.



## Life/AD&D Highlights

Tillamook County

### **AD&D Seat Belt and Airbag Benefit:**

Pays an additional accidental death benefit if an insured employee dies while properly wearing a seat belt, and an additional accidental death benefit if the employee was protected by an airbag.

#### *Benefit Amount:*

- Seatbelt: 10% of the Full Amount of the insured employee's accidental death and dismemberment insurance benefit.
- Airbag: 5% of the Full Amount of the insured employee's accidental death and dismemberment insurance benefit.

#### *Maximum Benefit:*

- Seatbelt: \$25,000
- Airbag: \$5,000.

### **AD&D Exposure and Disappearance Benefit:**

Pays a benefit if the insured employee sustains an accidental bodily injury and is unavoidably exposed to the elements and suffers a loss.

Unum will presume the insured employee suffered loss of life due to an accident if:

- they are riding in a common public passenger carrier that is involved in an accident covered under the contract; and
- as a result of the accident, the common public passenger carrier is wrecked, sinks, is stranded, or disappears; and
- the insured employee's body is not found within one year of the accident.

### **Unum Security Account:**

For Life and AD&D claims that are \$10,000 or greater, a Retained Asset Account (the Unum Security Account) will be made available to the designated beneficiary. This account allows access to all paid benefits immediately, while paying interest on benefits that have not been accessed.

Claim payment is satisfied by establishment of the Unum Retained Asset Account. The funds are retained in Unum's general account and Unum pays a guaranteed rate of interest on the funds in the retained asset account regardless of the investment performance of Unum's general account. The beneficiary can request a lump sum check instead of the retained asset account or they can access all or part of the funds in the retained asset account by writing a single or multiple drafts.

While the funds are not FDIC insured, they are guaranteed by State Guaranty Associations.

For more information regarding the Unum Retained Asset Account please contact your Unum representative.



## General Information

Tillamook County

### **Contacting Your Unum Sales Office:**

**Location:** Unum - Portland Oregon Sales  
111 SW Columbia Street  
Suite 900  
Portland, OR 97201

**Telephone:** (503) 221-2243  
**Fax:** (503) 221-2258

**Sales Team:** Jennifer Bjorkland, Senior Account Executive  
Jesse Martin, Sales Coordinator

### **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. Please contact your Unum representative to request a quote for coverage of any employees who do not fit this category. **This quote will remain open until October 20, 2014 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 the Broker Compensation Service Center at 800-633-7491 opt. 2.

Life/AD&D Policy Form Number: C.FP-2

LTD Policy Form Number: C.FP-1

Work-life balance employee assistance program is provided by Ceridian Corporation and is available with selected Unum insurance offerings. Exclusions, limitations and prior notice requirements may apply, and service features, terms and eligibility criteria are subject to change. The service is not valid after termination of coverage and may be withdrawn at any time. Please contact your Unum representative for full details.

Worldwide emergency travel assistance services are provided by Assist America, Inc. Services are available with selected Unum insurance offerings. Exclusions, limitations and prior notice requirements may apply, and service features, terms and eligibility criteria are subject to change. The services are not valid after termination of coverage and may be withdrawn at any time. Please contact your Unum representative for full details.

Life Planning is provided by Ceridian Incorporated. The services are subject to availability and may be withdrawn by Unum without prior notice.

HRAnswerNow® and BenefitsAnswersNow™ are provided exclusively by CCH. CCH is not engaged in rendering legal advice. Users should consult with their own attorneys. The service is available with selected Unum insurance offerings. Exclusions, limitations and prior notice requirements may apply, and service features, terms and eligibility criteria are subject to change. The service is not valid after termination of coverage and may be withdrawn at any time. Please contact your Unum representative for full details.





## General Information

Tillamook County

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Unum Life Insurance Company of America  
Portland, Maine 04122  
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(G-72128)

### **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](http://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).



### **Internet Service Solutions:**

As your benefits partner, we understand the complexities of benefits management and the increasing demands on your time. To meet your needs, we're creating online solutions that help you with day-to-day plan administration and ongoing benefits management.

As a feature of your group benefits plan, our secure Internet Services give you access to tools that allow registered users to:

- Access Coverage information
- View and update billing data
- Process employee changes
- Pay premium and check billing history
- Assist employees with filing a claim

A unique feature allows you to customize access to the site, giving different people in your company access only to the tools or information they need.

The secure Employer Internet Services website is available 24 hours a day, seven days a week. The website is supported by our Internet Service Center, with service experts available to assist you from 8 a.m. to 5 p.m. Eastern Time.

### **Administration & Billing**

- Easy access to your Group Insurance Policy
- Electronic employee certificate booklets
- Helpful plan administration guides
- Billing services available by billing account, allowing you to create a unique billing profile for each area within your company, including:
  - Flexible options for online list bill or self-accounting premium statement. Customers electing a list bill can update employee information, change coverage options, adjust salary information and more.
  - E-mail notification for immediate access to new premium statements
- Convenient payment options
- Timely status reports on employee applications submitted for medical underwriting
- Simplified data transfer of multiple employee data files

### **Claims**

Fast and easy access to the information you need to assist your employees with a Unum claim, including frequently asked questions regarding the claims process, information on how to complete a claim form, and convenient access to a directory of online claim forms.

### **Forms**

Application and enrollment forms, marketing materials and requests for customer service are ready to be completed, downloaded or printed at your convenience.



## Resource Center

Timely reference material and work tools including:

- **HR Guidebooks** to help you navigate the complexities of FMLA, ADA, ERISA, HIPAA and Mergers & Acquisitions
- **Employee service tools** to inform your workforce about assistance services included with Unum coverages
- **Unum news** to provide the latest on our products and services

## Workplace Productivity

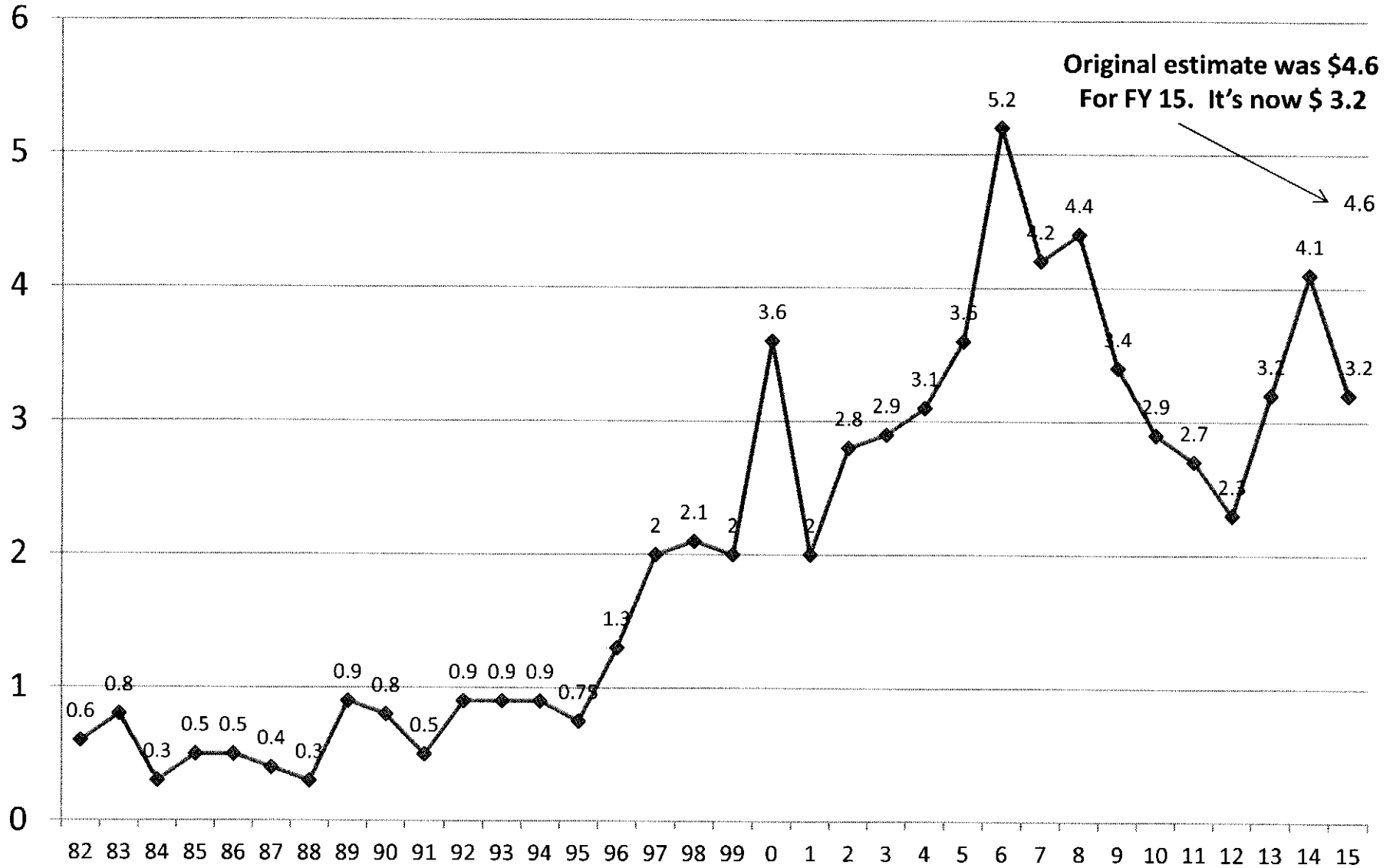
Unum partners with you to build stronger employee benefits programs that help you maintain productivity in the workplace. We provide you with information and tools on:

- **Comparative Reporting & Analysis**
  - Information services to help you better measure and monitor your lost-time and employee benefit costs
- **Employee assistance services**
  - Information on valuable employee assistance services that are designed to support your employees during life's everyday challenges
- **About our products & services**
  - Integrated benefit solutions that address specific corporate needs for cost control, risk management and productivity
- **Absence management**
  - **Employee absence and your bottom line** – Unum research on the impact of disability on your employee medical costs
  - **Corporate Return-to-Work Program Development**
    - Resources to help you plan better for employee lost time, return employees to work and control the cost of lost time

**For more information, contact your  
Unum service representative, visit  
[www.unum.com/employers](http://www.unum.com/employers),  
or call our Internet Service Center  
(1-877-225-2712, option 2)**

# Tillamook Co. General Fund – State Forest Revenue 1982 - 2015

Millions of Dollars



Original estimate was \$4.6  
For FY 15. It's now \$ 3.2

Actual Revenue received through FY 14. Projected revenue in 2015

Updated Nov. 2014