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May 25, 2023

LD 1964, An Act to Implement the Recommendations of the Commission to Develop a Paid Family and Medical Leave Benefits Program

Senator Tipping, Representative Roeder, and Committee Members -

Unum is the nation's leading disability insurance company, proudly operating in Maine since our foundation here 175 years ago. Unum employs approximately 2,300 Mainers and serves nearly 45 million individuals through our various financial protection products and services.

Last year, Unum protected over 450,000 Mainers and paid over \$125 million in benefits to Maine people, including short-term disability benefits, also known as paid medical leave. In recent years, as many states enacted Paid Family and Medical Leave programs, Unum and other insurance carriers established meaningful public-private partnerships that ease the financial and administrative burden for state government but also provide flexibility and choice for employers. Many of those employers, especially here in our home state of Maine, are our customers.

In states with highly successful programs such as Massachusetts and New York, Unum built new PFML products to satisfy the minimum requirements of state programs. These plans are substantially equivalent to the state plan, allowing employers to maintain their longstanding relationships with their benefits providers while ensuring that employees receive full PFML benefits. By leveraging the existing benefits infrastructure, employees are offered a wide array of workplace benefits and can take advantage of industry expertise in claims management, customer service, return to work services, behavioral health solutions, and more.

We are encouraged that LD 1964 recognizes the vital role of private insurance in the successful implementation of any statutory PFML program. A robust role for private insurance allows the state to focus its efforts and resources on the workers who need it most, without assuming the burden of benefits already being provided by many Maine employers today.

The PFML landscape nationwide is evolving into a patchwork of various program structures, and the compliance burden is increasingly complex. That's why leveraging the expertise of the private sector can make the difference for states considering similar programs. Disability insurers manage this complexity daily through insurance products and administrative services. In fact, Unum helps over 900 companies manage more than 100 leave laws across the country.

Unum appreciates the sponsors' commitment to paid leave and acknowledgement of our role in protecting the financial futures of Maine workers. Our mission is to help the working world thrive through life's moments, and if enacted, Unum stands ready to serve Maine businesses and partner with the state to deliver a viable and sustainable program.

A handwritten signature in black ink that reads "Umberto Speranza". The signature is written in a cursive, flowing style.

Umberto Speranza
AVP, Government Affairs
Unum Group



Helping the working world thrive throughout life's moments.™



For 175 years, Unum Group has provided financial protection benefits in the United States, United Kingdom and Poland, and is one of the largest providers of disability income in the world.

UNUM GROUP 2022 OVERVIEW



A Global Workforce: 10,300 employees across the United States, UK, Ireland and Poland



Serving our Customers: 45 million individuals served. Nearly \$8 billion in benefits delivered. Partnered with more than 181,000 companies



Protecting Working Families: Unum helps over 900 companies manage more than 100 leave laws, and actively partners with states to deliver vital PFML products

MARKET LEADERSHIP

- ① — **U.S. Disability** (Individual and Group)
- ① — **U.K. Disability**
- ② — **U.S. Voluntary Benefits** (Unum and Colonial Life)
- ④ — **U.S. Life** (Unum and Colonial Life)

OUR FOOTPRINT

Unum Group is comprised of the following brands



A market leader in group and individual disability benefits, group life and voluntary workplace benefits in the United States, United Kingdom and Poland.



A leading provider of voluntary worksite benefits in the United States.



UNUM IN MAINE

Over 2,300 employees

Serve a diverse array of **Maine employers and sectors**

More than **450,000 lives** covered by Unum products

Over **\$125 million** in benefits paid to Mainers in 2022

Data accurate as of Dec 2022.

Helping protect families, their finances and their futures.



Disability



Life



Accident



Critical Illness



Hospital



Dental



Vision

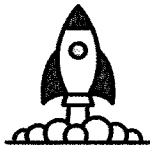


Stop Loss

SUPPORTING OUR EMPLOYEES



Paid Parental Bonding Leave, Caregiver Leave, Bereavement Leave, Fertility & Adoption Support



INNOVATIVE SOLUTIONS

Best-in-class claims model, Industry leading clinical and vocational professionals

Leading Absence Management and Leave solutions – one of the largest private disability database in the U.S.

Cutting-edge new Behavioral Health product



Nearly **\$12 million** in corporate giving in 2022, including programs focused on equality, economic justice, and civic engagement through the Unum Social Justice Fund



Founding partner of the **ACLI Impact Investing Initiative**, 360 Community Capital



Nearly **\$3 billion** ESG-labeled and sustainable investments



Signatory to the **UN Principles for Responsible Investment**

Unum Group internal data, 2022

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