

Cris Villarreal

From: Flora Vazquez [flora.vazquez@co.hidalgo.tx.us]
Sent: Wednesday, August 13, 2008 11:41 AM
To: cris.villarreal@co.hidalgo.tx.us
Subject: Fw: UNUM

This is the original email I received from Javier. I've already emailed him to contact you about it. Thank you for your assistance Cris. I really appreciate it. I need all the help I can get right now. Thanks again.

-----Original Message-----

From: "Javier C. Guevara" <jguevara@alamoinsgrp.com>
Sent: 7/9/2008 8:36:41 AM
To: flora.vazquez@co.hidalgo.tx.us
Cc: "Leticia Garcia" <Lgarcia@alamoinsgrp.com>
Subject: UNUM

Good Morning Flora,

I have attached a sample letter to cancel the Group Disability Plan with UNUM effective 6/1/2008. You can modify it or re-write if you want then sign it and return it to UNUM or to me and I will forward it on to UNUM for you.

Thanks,

Xavier Guevara

Alamo Insurance Group, Inc.
3201 Cherry Ridge Drive Suite D405
San Antonio, Texas 78230

Voice 210-930-6665
Fax 210-930-1838
Cell 210-313-0083



8/13/2008



2000 West Sam Houston Parkway South
Suite 1400
Houston, Texas 77042

November 30, 2007

Mr. Fred Reyna
Hidalgo County
100 East Cano, 2nd Floor
Edinberg, Texas 78539

Re: Group LTD/STD
Policy #113769
Unum Life Insurance Company of America

Dear Mr. Reyna:

Thank you for choosing Unum as your insurance provider. By selecting coverage from Unum, you are partnering with a leader among group and individual disability benefit providers – and with a company that is dedicated to providing responsive service and reliable protection at an affordable price. We offer innovative plan designs as well as unparalleled employee support programs. When looking at the cost of insurance, it is important to consider the value you get for the premium you pay.

Based on our review of your policy this renewal period, we are making the following rate adjustment[s] to your premium effective February 1, 2008:

	<u>Current Rate</u>	<u>Renewal Rate</u>	<u>Rate Guaranteed Until</u>
LTD:	See attached rate schedule		2/01/2009
STD:	See attached rate schedule		2/01/2009

The enclosed renewal summary outlines additional information specific to your company. Please take a few minutes to review this document. If you have any questions, please contact me or your broker.

In addition, I can review all the options available through our group product portfolio to enable you to craft a cost effective benefit plan that meets the needs of your total employee population.

We look forward to strengthening our partnership and continuing to serve your company's benefit needs.

Regards,

Cass Petkovich
Group Sales Consultant
Unum

cc: Alamo Insurance
rw

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CS-1063-Unum



Better benefits at work.

Hidalgo County

Renewal Analysis for Policy # 113769

Short Term Disability Plan Review

Thank you for choosing Unum as the insurance provider for your employee benefits. Unum is pleased to prepare the following report on the Insurance benefits for the employees of Hidalgo County. This report is designed to assist you in understanding the renewal information for your plan.

Hidalgo County also has the following inforce insurance coverage:

Policy Number	Policy Name	Coverage
113769	Hidalgo County	Long Term Disability

Specifically, your plan design includes:

	All Employees
	60%
	\$1,000
	7 days
	7 days
	12 weeks
	partial
	Employee Funded
	Yes
	Non Occupational

This Group Short Term Disability plan is underwritten by Unum Life Insurance Company of America.

Short Term Disability Renewal Actions

Based upon a thorough review of your plan, the following renewal actions will apply:

Renewal Actions – Short Term Disability

Your rates will change on February 01, 2008, guaranteed until February 01, 2009. Please call your broker or Unum representative if you have any questions.

Rate Grouping	Rate Basis	Bills Per Year	Age Band	Inforce Rate	Renewal Rate	Percent Change
All Employees	100 CP	12	< 25	2.02	5.15	154.8 %
All Employees	100 CP	12	25-29	2.20	5.61	154.8 %
All Employees	100 CP	12	30-34	1.94	4.94	154.8 %
All Employees	100 CP	12	35-39	1.60	4.08	154.8 %
All Employees	100 CP	12	40-44	1.64	4.18	154.8 %
All Employees	100 CP	12	45-49	1.56	3.97	154.8 %
All Employees	100 CP	12	50-54	1.94	4.94	154.8 %
All Employees	100 CP	12	55-59	2.57	6.55	154.8 %
All Employees	100 CP	12	60-64	3.21	8.18	154.8 %
All Employees	100 CP	12	65 +	3.41	8.69	154.8 %

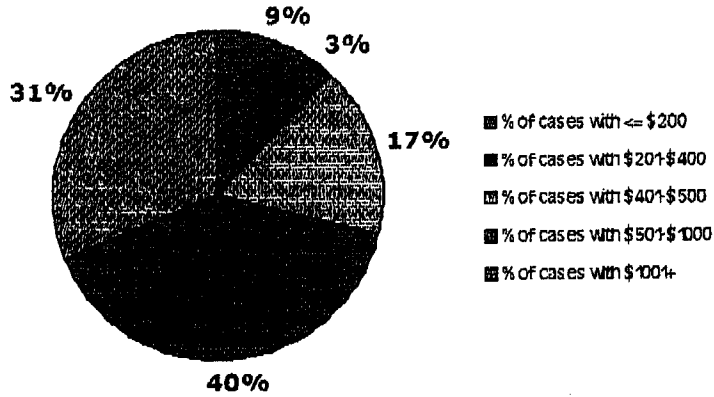
Short Term Disability Industry Plan Comparison

The following is our analysis of the disability plans other employers in your industry offer to their employees to help you gauge the effectiveness of your own program. As the leader among group and Individual disability benefit providers in the United States, this information comes from Unum's disability database - the largest private source of disability data.*

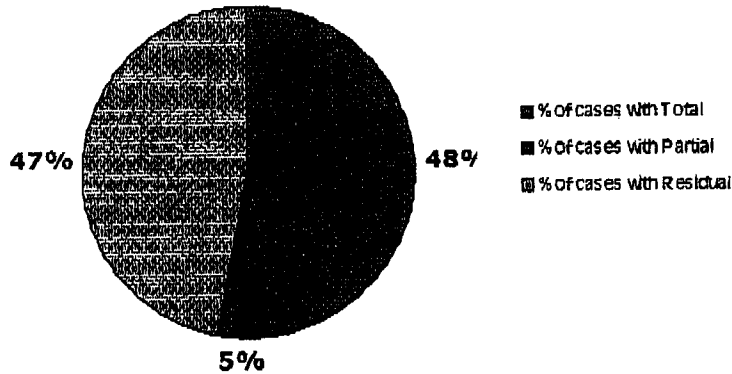
*JHA 2006 U.S. Group and Individual Disability Market Surveys, 2007.

Total Block

Maximum Weekly Benefit



Definition of Disability



Glossary of Terms

The following glossary provides detailed explanations of the elements that may be involved in establishing rates for your insurance coverages.

Case rate - the target rate, calculated by comparing the rate that would have produced premiums to cover expenses and incurred claims within the review period (experience rate), and the average rate for a case with the same characteristics as your employee population and insurance plan (manual rate).

Constant premium - the premium that would have been paid if the current rate and plan design had been in force throughout the review period.

Conversion charges - the amount required to cover the risk associated with converting group life coverage to an individual policy when an employee terminates or retires.

Credibility - the weight put on the past experience of the group in determining a case rate. Credibility is impacted by the number of lives covered, the frequency of claims, plan design and demographics.

Experience adjustment - applied to the in force rate to arrive at the experience rate. Calculated by dividing the incurred loss ratio (incurred claims divided by constant premiums) by the tolerable loss ratio (the incurred loss ratio required to cover incurred claims and the cost of doing business).

Experience (or review) period - the time period used in the experience evaluation, usually five years for life insurance, one or two years for short term disability, and three years for long term disability.

Experience rate - the rate that would have produced premiums adequate to cover incurred claims and pay expenses within the review period.

IBNR (Incurred but not reported) period - for LTD, the period of time equal to the elimination period, plus one month during which new claim liability is unknown.

IBNR reserve change - reserve funds held by Unum as an estimate of claims incurred during a specific period but not yet reported to our benefits organization.

Incurred claims - for LTD and STD, the paid claims plus the claims reserves; for life, the paid claims, reserves, and conversion charges.

Incurred loss ratio (ILR) - the incurred claims (non-pooled incurred claims, for life insurance) divided by the constant premium, expressed as a percentage.

In force rate - the current rate being charged for the cost of coverage.

Manual rate - a target rate for your plan based on your employee demographics, industry group and insurance plan design, supported by Unum data. The manual rate does not take into account your actual claims experience.

Non-pooled incurred claims - incurred claims plus the pooling charge, minus any pooled claims.

Paid claims - the total amount paid on claims submitted during the review period.