

Can you compete for these skilled employees in a competitive market?

Computer and information systems managers are expected to see greater-than-average job growth through 2014. Professional and related workers enjoy the best prospects, reflecting continuing demand for higher level skills needed to keep up with changes in technology.¹

The information services industry snapshot is a supplement to the Unum Buyers Study, which analyzes the impact of changing trends in workplace demographics on today's benefit strategies.

Key Insights



- Because the information services industry is just starting to offer voluntary workplace benefits, employers who offer these benefits can set themselves apart from the competition.
- There are significantly fewer workers 45 years of age and older in this industry. This industry's workforce remains younger than most, with a large number of workers age 25 to 44.²

An insider's look at information services industry buying trends

Long Term Disability Insurance

- Employers are overwhelmingly choosing the 2-year residual definition of disability — since 2003, it has grown from 66% of inforce cases to 79%.
- During the past three years, employer-paid plans have shrunk from 69% to 58% of plans offered.

Life Insurance

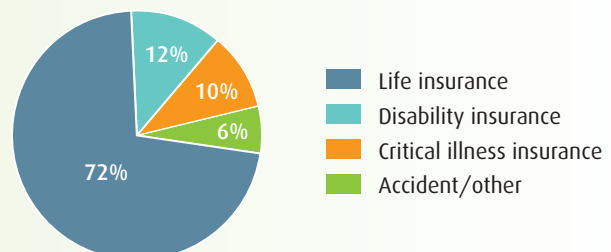
- Fewer employees in this industry choose spouse or child coverage, likely due to a younger workforce.
- This industry shows a higher percentage of salary multiple cases — 72% of new information services cases sold during the past three years and significantly higher than in other industries.

Voluntary Insurance

- A younger-than-average workforce may find voluntary group buy-ups more appealing than some other age groups. This industry's voluntary benefit purchases grew 29% in 2005.
- Life coverage is the most popular — 72% of new cases in 2005.

Voluntary Insurance

- Worksite benefit participation grew 29% across all products in 2005. Life insurance was the single voluntary product with the greatest growth in 2005.
- Most popular products as percentage of total new premium for 2005:



Most Common Group Plan Designs*

Long Term Disability Insurance

Definition of disability: 2-year own-occ with residual
Maximum monthly benefit: \$6,000
Elimination period: 90 days
Benefit percentage: 60%

Short Term Disability Insurance (Plan Design 1)

Definition of disability: total
Maximum weekly benefit: \$1,000
Elimination period: 0 days injury/7 days sickness
Benefit percentage: 60%

(Plan Design 2)

Definition of disability: total
Maximum weekly benefit: \$500
Elimination period: 1 day injury/8 days sickness
Benefit percentage: 60%

Life Insurance

Benefit amount: multiple of salary with maximum of \$50,000

Group Long Term Care Insurance**

Funding: employer-paid for highly compensated;
employer-paid base coverage for balance of employees
Benefit amount: \$3,000 monthly
Benefit duration: three years
Option: 100% of monthly benefit for professional home care

Buy-up plan

Benefit amount: \$6,000 monthly
Options: total choice home care and inflation protection

Recommended Voluntary Coverage

- Individual short term disability
- Specified critical illness insurance
- Life insurance

Points To Consider

Voluntary Products

- Voluntary individual short term disability is a good option when no group STD plan is in place.
- Specified critical illness insurance is commonly purchased by white collar employees.
- Voluntary life insurance can provide additional coverage beyond an employer-sponsored plan and can be an affordable option for this younger workforce.

- Voluntary products are individually owned and coverage can stay with the employee even with a job change, an appealing advantage to this highly-mobile workforce.

LTC Plans

- For younger workers in this industry, inflation protection is an important option.
- Buyers should consider the costs of long term care in the community where they expect to receive care.



For more in-depth information on benefits strategies that address emerging trends, visit www.unum.com/buyersstudy. The study includes the latest information and research from respected experts in the insurance and HR sectors.

1,2 Bureau of Labor Statistics, U.S. Department of Labor, Career Guide to Industries, 2006-07 Edition. Software Publishers, on the Internet at <http://www.bls.gov/oco/cg/cgs051.htm> and <http://www.bls.gov/oco/cg/cgs033.htm> (cited August 4, 2006).

* Data is a cumulative description of all group sales between 2003 and 2005. There may be variations based on case-size or geographic regions. Larger cases may offer richer plans.

** Plans most commonly seen in our current inforce block of business.

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