

MOTOROLA SOLUTIONS, INC.

SUPPLEMENTAL INDIVIDUAL DISABILITY INSURANCE (IDI) PLAN

CURRENT PLAN DESIGN

FEATURE	UNUM POLICIES																
IDI Eligibility Definition	All full-time employees with insurable income (Salary, Bonus and/or Commissions) totaling \$100,000 or more																
IDI Benefit	Maximum: 75% of insurable income, less group long-term disability (LTD) Reduced: 50% of maximum monthly benefit																
GSI Maximum Benefit	\$15,000/month																
Group LTD Benefit	60% of base salary to a maximum benefit of \$10,000 per month																
Benefit Period	<table border="0"> <thead> <tr> <th><u>Time of Claim</u></th> <th><u>Benefit</u></th> </tr> </thead> <tbody> <tr> <td>Before age 61.....</td> <td>To Age 65</td> </tr> <tr> <td>Age 61.....</td> <td>48 months</td> </tr> <tr> <td>Age 62.....</td> <td>42 months</td> </tr> <tr> <td>Age 63.....</td> <td>36 months</td> </tr> <tr> <td>Age 64.....</td> <td>30 months</td> </tr> <tr> <td>Ages 65 through 74.....</td> <td>24 months</td> </tr> <tr> <td>At or after age 75.....</td> <td>12 months</td> </tr> </tbody> </table>	<u>Time of Claim</u>	<u>Benefit</u>	Before age 61.....	To Age 65	Age 61.....	48 months	Age 62.....	42 months	Age 63.....	36 months	Age 64.....	30 months	Ages 65 through 74.....	24 months	At or after age 75.....	12 months
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Elimination Period	180 days																
Policy Term	Guaranteed Renewable to insured's age 65 (conditionally renewable thereafter). No upper age limit for coverage.																
Riders Included	Catastrophic Disability Benefit (up to age 65) Fixed Cost of Living Adjustments (up to age 65)																
Taxability of Benefit	Non-taxable																
Premium Mode	Semi-monthly payroll deduction. Monthly remittances to Unum																
Plan Subject to ERISA?	No																

Mercer H&B Executive Benefits, a service of Mercer Health & Benefits Administration LLC
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Registered Representative
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