

Unum Group
Form 10-Q
October 31, 2008
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UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D. C. 20549
FORM 10-Q

(Mark One)

Quarterly Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934
For the quarterly period ended September 30, 2008

Transition Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934
For the transition period from _____ to _____

Commission file number 1-11294

Unum Group

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction of incorporation or organization)

62-1598430
(I.R.S. Employer Identification No.)

1 Fountain Square

Chattanooga, Tennessee 37402

(Address of principal executive offices)

423.294.1011

(Registrant's telephone number, including area code)

Not Applicable

(Former name, former address and former fiscal year, if changed since last report)

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Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, or a smaller reporting company. See the definitions of large accelerated filer, accelerated filer and smaller reporting company in Rule 12b-2 of the Exchange Act.

(Check one): Large accelerated filer Accelerated filer Non-accelerated filer Smaller reporting company

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes No

331,118,447 shares of the registrant's common stock were outstanding as of October 29, 2008.

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Cautionary Statement Regarding Forward-Looking Statements

The Private Securities Litigation Reform Act of 1995 provides a safe harbor to encourage companies to provide prospective information, as long as those statements are identified as forward-looking and are accompanied by meaningful cautionary statements identifying important factors that could cause actual results to differ materially from those included in the forward-looking statements. Certain information contained in this discussion, or in any other written or oral statements made by us in communications with the financial community or contained in documents filed with the Securities and Exchange Commission (SEC), may be considered forward-looking. Forward-looking statements are those not based on historical information, but rather relate to future operations, strategies, financial results, or other developments and speak only as of the date made. These statements may be made directly in this document or may be made part of this document by reference to other documents filed by us with the SEC, which is known as incorporation by reference. You can find many of these statements by looking for words such as will, may, should, could, believes, expects, anticipates, estimates, intends, projects, goals, objectives, or similar expressions in this document incorporated herein.

These forward-looking statements are subject to numerous assumptions, risks, and uncertainties, many of which are beyond our control. We caution readers that the following factors, in addition to other factors mentioned from time to time, may cause actual results to differ materially from those contemplated by the forward-looking statements:

General economic or business conditions, both domestic and foreign, may be less favorable than expected, including the continued financial market disruption, which may affect sales growth, premium levels, claims experience, the level of pension benefit costs and funding, the availability and cost of capital, liquidity, and investment results, including credit deterioration of investments, and as a result could adversely affect the Company's results of operations in a period.

Competitive pressures in the insurance industry may increase significantly through industry consolidation or otherwise.

Events or consequences relating to terrorism and acts of war, both domestic and foreign, may adversely affect our business and the Company's results of operations in a period and may also affect the availability and cost of reinsurance.

Legislative, regulatory, or tax changes, both domestic and foreign, including the effect of potential legislation and increased regulation in the current political environment, may adversely affect the businesses in which we are engaged, including the demand for and cost of certain of our products.

Rating agency actions, state insurance department market conduct examinations and other inquiries, other governmental investigations and actions, and negative media attention may adversely affect our business and the Company's results of operations in a period.

The level and results of litigation may not be favorable to the Company and may adversely affect our business and the Company's results of operations in a period.

Investment results, including, but not limited to, realized investment losses resulting from impairments, may differ from our assumptions and prior experience and may adversely affect our business and the Company's results of operations in a period.

Changes in the interest rate environment may adversely affect our reserve and policy assumptions and ultimately profit margins and reserve levels.

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Sales growth may be less than planned, which could affect adversely revenue and profitability.

Effectiveness in supporting new product offerings and providing customer service may not meet expectations.

Actual experience in pricing, underwriting, and reserving may deviate from our assumptions.

Actual persistency may be lower than projected persistency, resulting in lower than expected revenue and higher than expected amortization of deferred acquisition costs.

Claim incidence and recovery rates may be influenced by, among other factors, the rate of unemployment and consumer confidence, the emergence of new diseases, epidemics, or pandemics, new trends and developments in medical treatments, and the effectiveness of risk management programs.

Insurance reserve liabilities may fluctuate as a result of changes in numerous factors, and such fluctuations can have material positive or negative effects on net income.

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Retained risks in our reinsurance operations are influenced primarily by the credit risk of the reinsurers and potential contract disputes. Any material changes in the reinsurers' credit risk or willingness to pay according to the terms of the contract may adversely affect our business and the results of operations in a period.

For further discussion of risks and uncertainties which could cause actual results to differ from those contained in the forward-looking statements, see Part I, Item 1A of our annual report on Form 10-K for the year ended December 31, 2007.

All subsequent written and oral forward-looking statements attributable to us or any person acting on our behalf are expressly qualified in their entirety by the cautionary statements contained or referred to in this section. We do not undertake any obligation to release publicly any revisions to such forward-looking statements to reflect events or circumstances after the date of this document or to reflect the occurrence of unanticipated events.

Table of Contents**PART I****ITEM 1. FINANCIAL STATEMENTS****CONSOLIDATED BALANCE SHEETS****Unum Group and Subsidiaries**

	September 30 2008	December 31 2007
	(in millions of dollars)	
	(Unaudited)	
Assets		
Investments		
Fixed Maturity Securities - at fair value (amortized cost: \$34,994.6; \$34,628.1)	\$ 33,166.8	\$ 35,814.7
Mortgage Loans	1,238.5	1,068.9
Real Estate	13.8	18.2
Policy Loans	2,726.6	2,617.7
Other Long-term Investments	171.3	213.9
Short-term Investments	950.1	1,486.8
Total Investments	38,267.1	41,220.2
Other Assets		
Cash and Bank Deposits	99.3	199.1
Accounts and Premiums Receivable	1,906.1	1,914.7
Reinsurance Recoverable	5,082.1	5,160.0
Accrued Investment Income	642.6	592.3
Deferred Acquisition Costs	2,432.1	2,381.9
Goodwill	202.8	204.3
Property and Equipment	405.4	393.7
Deferred Income Tax	280.7	
Other Assets	605.2	615.5
Separate Account Assets	14.4	20.2
Total Assets	\$ 49,937.8	\$ 52,701.9

See notes to consolidated financial statements.

Table of Contents**CONSOLIDATED BALANCE SHEETS - Continued****Unum Group and Subsidiaries**

	September 30 2008	December 31 2007
	(in millions of dollars)	
	(Unaudited)	
Liabilities and Stockholders Equity		
Liabilities		
Policy and Contract Benefits	\$ 1,832.7	\$ 1,979.7
Reserves for Future Policy and Contract Benefits	34,941.5	35,828.0
Unearned Premiums	569.1	523.1
Other Policyholders Funds	1,708.0	1,821.2
Income Tax Payable	150.9	148.6
Deferred Income Tax		251.7
Short-term Debt	275.0	175.0
Long-term Debt	2,285.4	2,515.2
Other Liabilities	1,424.9	1,399.3
Separate Account Liabilities	14.4	20.2
Total Liabilities	43,201.9	44,662.0
Commitments and Contingent Liabilities - Note 8		
Stockholders Equity		
Common Stock, \$0.10 par		
Authorized: 725,000,000 shares		
Issued: 362,907,145 and 362,844,570 shares	36.3	36.3
Additional Paid-in Capital	2,539.3	2,516.9
Accumulated Other Comprehensive Income (Loss)		
Net Unrealized Gain (Loss) on Securities	(665.0)	356.1
Net Gain on Cash Flow Hedges	254.5	182.5
Foreign Currency Translation Adjustment	4.4	123.4
Unrecognized Pension and Postretirement Benefit Costs	(189.5)	(198.5)
Retained Earnings	5,510.1	5,077.4
Treasury Stock - at cost: 29,847,285 and 1,951,095 shares	(754.2)	(54.2)
Total Stockholders Equity	6,735.9	8,039.9
Total Liabilities and Stockholders Equity	\$ 49,937.8	\$ 52,701.9

See notes to consolidated financial statements.

Table of Contents**CONSOLIDATED STATEMENTS OF INCOME (UNAUDITED)****Unum Group and Subsidiaries**

	Three Months Ended September 30		Nine Months Ended September 30	
	2008	2007	2008	2007
(in millions of dollars, except share data)				
Revenue				
Premium Income	\$ 1,946.5	\$ 1,986.5	\$ 5,865.6	\$ 5,917.2
Net Investment Income	594.7	603.2	1,799.2	1,790.5
Net Realized Investment Loss	(165.8)	(46.1)	(208.2)	(39.4)
Other Income	67.3	66.6	202.0	208.1
Total Revenue	2,442.7	2,610.2	7,658.6	7,876.4
Benefits and Expenses				
Benefits and Change in Reserves for Future Benefits	1,646.3	1,726.3	4,977.9	5,272.5
Commissions	213.0	209.2	644.8	630.5
Interest and Debt Expense	37.2	43.9	121.5	134.3
Cost Related to Early Retirement of Debt			0.4	3.2
Deferral of Acquisition Costs	(145.4)	(139.2)	(444.6)	(413.6)
Amortization of Deferred Acquisition Costs	129.3	121.2	386.6	360.1
Compensation Expense	199.5	179.9	577.2	530.6
Other Expenses	203.0	189.9	623.3	587.0
Total Benefits and Expenses	2,282.9	2,331.2	6,887.1	7,104.6
Income from Continuing Operations Before Income Tax	159.8	279.0	771.5	771.8
Income Tax (Benefit)				
Current	100.4	38.5	276.4	156.1
Deferred	(48.6)	53.5	(16.3)	103.8
Total Income Tax	51.8	92.0	260.1	259.9
Income from Continuing Operations	108.0	187.0	511.4	511.9
Discontinued Operations - Note 3				
Income Before Income Tax				17.8
Income Tax				10.9
Income from Discontinued Operations				6.9
Net Income	\$ 108.0	\$ 187.0	\$ 511.4	\$ 518.8
Earnings Per Common Share				
Basic				
Income from Continuing Operations	\$ 0.32	\$ 0.52	\$ 1.48	\$ 1.46
Net Income	\$ 0.32	\$ 0.52	\$ 1.48	\$ 1.48
Assuming Dilution				

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Income from Continuing Operations	\$ 0.32	\$ 0.52	\$ 1.48	\$ 1.44
Net Income	\$ 0.32	\$ 0.52	\$ 1.48	\$ 1.46

See notes to consolidated financial statements.

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	Nine Months Ended September 30	
	2008	2007
	(in millions of dollars)	
Common Stock		
Balance at Beginning of Year	\$ 36.3	\$ 34.4
Common Stock Activity		1.9
Balance at End of Period	36.3	36.3
Additional Paid-in Capital		
Balance at Beginning of Year	2,516.9	2,200.0
Common Stock Activity	22.4	306.2
Balance at End of Period	2,539.3	2,506.2
Accumulated Other Comprehensive Income		
Balance at Beginning of Year	463.5	612.8
Change During Period	(1,059.1)	(214.2)
Balance at End of Period	(595.6)	398.6
Retained Earnings		
Balance at Beginning of Year	5,077.4	4,925.8
Net Income	511.4	518.8
Dividends to Stockholders (\$0.225 per common share)	(78.7)	(78.2)
Cumulative Effect of Accounting Principle Changes - Note 2		(422.5)
Balance at End of Period	5,510.1	4,943.9
Treasury Stock		
Balance at Beginning of Year	(54.2)	(54.2)
Purchases of Treasury Stock	(700.0)	
Balance at End of Period	(754.2)	(54.2)
Total Stockholders Equity at End of Period	\$ 6,735.9	\$ 7,830.8

See notes to consolidated financial statements.

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	Nine Months Ended September 30	
	2008	2007
	(in millions of dollars)	
Cash Flows from Operating Activities		
Net Income	\$ 511.4	\$ 518.8
Adjustments to Reconcile Net Income to		
Net Cash Provided by Operating Activities		
Change in Receivables	(8.8)	131.0
Change in Deferred Acquisition Costs	(58.0)	(53.5)
Change in Insurance Reserves and Liabilities	662.8	701.3
Change in Income Tax Liabilities	(4.6)	85.4
Change in Other Accrued Liabilities	(81.7)	(153.2)
Non-cash Adjustments to Net Investment Income	(266.4)	(303.9)
Net Realized Investment Loss	208.2	39.4
Depreciation	50.6	48.6
Cash Received from Reinsurance Recapture		211.4
Other, Net	8.1	30.0
Net Cash Provided by Operating Activities	1,021.6	1,255.3
Cash Flows from Investing Activities		
Proceeds from Sales of Available-for-Sale Securities	1,561.6	1,316.3
Proceeds from Maturities of Available-for-Sale Securities	1,004.5	854.4
Proceeds from Sales and Maturities of Other Investments	155.2	282.7
Purchase of Available-for-Sale Securities	(3,194.8)	(3,009.1)
Purchase of Other Investments	(233.3)	(378.2)
Net Sales (Purchases) of Short-term Investments	521.5	(353.9)
Acquisition of Business	48.8	
Disposition of Business		98.8
Other, Net	(64.3)	(64.6)
Net Cash Used by Investing Activities	(200.8)	(1,253.6)
Cash Flows from Financing Activities		
Maturities and Benefit Payments from Policyholder Accounts	(9.6)	(5.1)
Net Short-term Debt Repayments	(50.0)	
Long-term Debt Repayments	(79.8)	(199.5)
Cost Related to Early Retirement of Debt	(0.4)	(0.8)
Issuance of Common Stock	3.6	307.4
Dividends Paid to Stockholders	(78.7)	(78.2)
Purchases of Treasury Stock	(700.0)	
Other, Net	0.5	(3.6)
Net Cash Provided (Used) by Financing Activities	(914.4)	20.2
Effect of Foreign Exchange Rate Changes on Cash	(6.2)	1.4
Net Increase (Decrease) in Cash and Bank Deposits	(99.8)	23.3

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Cash and Bank Deposits at Beginning of Year	199.1	121.3
Cash and Bank Deposits at End of Period	\$ 99.3	\$ 144.6

See notes to consolidated financial statements.

Table of Contents**CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME (LOSS) (UNAUDITED)****Unum Group and Subsidiaries**

	Three Months Ended		Nine Months Ended	
	September 30		September 30	
	2008	2007	2008	2007
	(in millions of dollars)			
Net Income	\$ 108.0	\$ 187.0	\$ 511.4	\$ 518.8
Other Comprehensive Income (Loss)				
Change in Net Unrealized Gains and Losses on Securities Before Reclassification Adjustment (net of tax expense (benefit) of \$(659.1); \$82.4; \$(1,089.4); \$(293.4))	(1,225.7)	157.9	(2,056.5)	(558.1)
Reclassification Adjustment for Net Realized Investment Loss (net of tax expense of \$27.1; \$6.2; \$28.2; \$5.1)	50.3	11.3	52.4	9.4
Change in Net Gain on Cash Flow Hedges (net of tax expense (benefit) of \$38.9; \$1.5; \$34.9; \$(30.4))	76.8	1.6	72.0	(57.2)
Change in Adjustment to Reserves for Future Policy and Contract Benefits, Net of Reinsurance (net of tax expense of \$291.8; \$53.9; \$509.5; \$186.7)	543.1	99.4	983.0	360.5
Change in Foreign Currency Translation Adjustment (net of tax expense (benefit) of \$(0.3); \$0.1; \$(0.2); \$(0.3))	(118.5)	19.9	(119.0)	40.8
Change in Unrecognized Pension and Postretirement Benefit Costs (net of tax expense (benefit) of \$2.5; \$2.4; \$4.3; \$(5.3))	5.4	4.8	9.0	(9.6)
Total Other Comprehensive Income (Loss)	(668.6)	294.9	(1,059.1)	(214.2)
Comprehensive Income (Loss)	\$ (560.6)	\$ 481.9	\$ (547.7)	\$ 304.6

See notes to consolidated financial statements.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED)

Unum Group and Subsidiaries

September 30, 2008

Note 1 - Basis of Presentation

The accompanying consolidated financial statements of Unum Group and its subsidiaries (the Company) have been prepared in accordance with U.S. generally accepted accounting principles (GAAP) for interim financial information and with the instructions to Form 10-Q and Article 10 of Regulation S-X. Accordingly, they do not include all of the information and footnotes required by accounting principles generally accepted in the United States for complete financial statements. For further information, refer to the consolidated financial statements and footnotes included in our annual report on Form 10-K for the year ended December 31, 2007.

In March 2007, we closed the sale of our wholly-owned subsidiary GENEX Services, Inc. (GENEX). The financial results of GENEX are reported as discontinued operations in the consolidated financial statements. Except where noted, the information presented in the notes to the consolidated financial statements excludes GENEX. See Note 3 for further discussion.

Freestanding derivatives with positive fair values are reported on our consolidated balance sheets at fair value as assets within other long-term investments, and those with negative fair values are carried as liabilities within other liabilities. Embedded derivatives, excluding those associated with modified coinsurance arrangements, are reported on the consolidated balance sheets at fair value with the host contract. The embedded derivatives associated with modified coinsurance contracts are reported at fair value as either other long-term investments or other liabilities in the consolidated balance sheets. We previously reported our freestanding derivatives and our embedded derivatives related to reinsurance contracts on a net basis within fixed maturity securities. We have increased fixed maturity securities, other long-term investments, and other liabilities \$160.0 million, \$109.2 million, and \$269.2 million, respectively, at December 31, 2007 to conform to the current year presentation.

In our opinion, all adjustments (consisting of normal recurring accruals) considered necessary for a fair presentation have been included. Operating results for the three and nine month periods ended September 30, 2008, are not necessarily indicative of the results that may be expected for the year ended December 31, 2008.

Note 2 - Accounting Pronouncements

Accounting Pronouncements Adopted:

Effective January 1, 2008, we adopted the provisions of Statement of Financial Accounting Standards No. 157 (SFAS 157), *Fair Value Measurements*. SFAS 157 defines fair value, establishes a framework for measuring fair value, and expands disclosures about fair value measurements. The adoption of SFAS 157 did not have a material effect on our financial position or results of operations.

Effective January 1, 2007, we adopted the provisions of Statement of Position 05-1 (SOP 05-1), *Accounting by Insurance Enterprises for Deferred Acquisition Costs in Connection With Modifications or Exchanges of Insurance Contracts*. SOP 05-1 provides guidance on accounting by insurance enterprises for deferred acquisition costs on internal replacements of insurance and investment contracts other than those specifically described in Statement of Financial Accounting Standards No. 97, *Accounting and Reporting by Insurance Enterprises for Certain Long-Duration Contracts and for Realized Gains and Losses from the Sale of Investments*. An internal replacement is defined as a modification in product benefits, features, or coverages that occurs by the exchange or replacement of an existing insurance policy for a new policy. The cumulative effect of applying the provisions of SOP 05-1 decreased our 2007 opening balance of retained earnings \$445.2 million.

Table of Contents**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued****Unum Group and Subsidiaries****September 30, 2008****Note 2 - Accounting Pronouncements - Continued**

Effective January 1, 2007, we adopted the provisions of Financial Accounting Standards Board (FASB) Interpretation No. 48 (FIN 48), *Accounting for Uncertainty in Income Taxes, an interpretation of FASB Statement No. 109 (SFAS 109)*. FIN 48 clarifies the accounting for uncertainty in income taxes recognized in an enterprise's financial statements in accordance with SFAS 109. Unlike SFAS 109, FIN 48 prescribes a recognition threshold and measurement attribute for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return. Additionally, FIN 48 provides guidance on derecognition, classification, interest and penalties, accounting in interim periods, disclosure, and transition. The cumulative effect of applying the provisions of FIN 48 increased our 2007 opening balance of retained earnings \$22.7 million.

Effective January 1, 2007, we adopted the provisions of Statement of Financial Accounting Standards No. 155 (SFAS 155), *Accounting for Certain Hybrid Financial Instruments, an amendment of FASB Statements No. 133 (SFAS 133) and 140*. SFAS 155: (a) permits fair value remeasurement for any hybrid financial instrument that contains an embedded derivative that otherwise would require bifurcation; (b) clarifies which interest-only strips and principal-only strips are not subject to the requirements of SFAS 133; (c) establishes a requirement to evaluate beneficial interests in securitized financial assets to identify interests that are freestanding derivatives or that are hybrid financial instruments that contain an embedded derivative requiring bifurcation; (d) clarifies that concentrations of credit risk in the form of subordination are not embedded derivatives; and, (e) eliminates restrictions on a qualifying special-purpose entity's ability to hold passive derivative financial instruments that pertain to beneficial interests that are or contain a derivative financial instrument. The adoption of SFAS 155 did not have a material effect on our financial position or results of operations.

Accounting Pronouncement Outstanding:

Statement of Financial Accounting Standards No. 161 (SFAS 161), *Disclosures about Derivative Instruments and Hedging Activities, an amendment of FASB Statement No. 133*, was issued in March 2008. SFAS 161 is intended to improve financial reporting about derivative instruments and hedging activities by requiring enhanced disclosures to enable investors to better understand their effects on an entity's financial position, financial performance, and cash flows. We will adopt the provisions of SFAS 161 effective January 1, 2009. The adoption of SFAS 161 will not have a material effect on our financial position or results of operations.

Note 3 - Discontinued Operations

As discussed in Note 1, the sale of GENEX closed effective March 1, 2007, and we recognized an after-tax gain of \$6.2 million on the sale, which is included in income from discontinued operations in our statements of income.

Selected results for GENEX for the period January 1, 2007 through March 1, 2007 are as follows (in millions of dollars, except share data):

Total Revenue	\$ 47.2
Income Per Common Share	
Basic	\$ 0.02
Assuming Dilution	\$ 0.02

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 4 - Fair Value Measurements

Effective January 1, 2008, we adopted the provisions of SFAS 157, which are intended to increase consistency and comparability among fair value estimates used in financial reporting. SFAS 157 does not require any new fair value measurements. SFAS 157 clarifies a number of considerations with respect to fair value measurement objectives for financial reporting and expands disclosure about the use of fair value measurements, with particular emphasis on the inputs used to measure fair value. The disclosures required by SFAS 157 are intended to provide users of the financial statements the ability to assess the reliability of an entity's fair value measurements. The adoption of SFAS 157 did not materially change the approach or methods we utilize for determining fair value measurements or the fair values derived under those methods.

Definition of Fair Value

SFAS 157 defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date and, therefore, represents an exit price, not an entry price. The exit price objective applies regardless of a reporting entity's intent and/or ability to sell the asset or transfer the liability at the measurement date.

The degree of judgment utilized in measuring the fair value of financial instruments generally correlates to the level of pricing observability. Financial instruments with readily available active quoted prices or for which fair value can be measured from actively quoted prices in active markets generally have more pricing observability and less judgment utilized in measuring fair value. An active market for a financial instrument is a market in which transactions for an asset or a similar asset occur with sufficient frequency and volume to provide pricing information on an ongoing basis. A quoted price in an active market provides the most reliable evidence of fair value and should be used to measure fair value whenever available. Conversely, financial instruments rarely traded or not quoted have less observability and are measured at fair value using valuation techniques that require more judgment. Pricing observability is generally impacted by a number of factors, including the type of financial instrument, whether the financial instrument is new to the market and not yet established, the characteristics specific to the transaction, and overall market conditions.

Valuation Techniques

In accordance with SFAS 157, valuation techniques used for assets and liabilities accounted for at fair value are generally categorized into three types:

1. The *market approach* uses prices and other relevant information from market transactions involving identical or comparable assets or liabilities. Valuation techniques consistent with the market approach often use market multiples derived from a set of comparables or matrix pricing. Market multiples might lie in ranges with a different multiple for each comparable. The selection of where within the range the appropriate multiple falls requires judgment, considering both quantitative and qualitative factors specific to the measurement. Matrix pricing is a mathematical technique used principally to value certain securities without relying exclusively on quoted prices for the specific securities but comparing the securities to benchmark or comparable securities.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 4 - Fair Value Measurements - Continued

2. The *income approach* converts future amounts, such as cash flows or earnings, to a single present amount, or a discounted amount. Income approach techniques rely on current market expectations of future amounts. Examples of income approach valuation techniques include present value techniques, option-pricing models that incorporate present value techniques, and the multi-period excess earnings method.
3. The *cost approach* is based upon the amount that currently would be required to replace the service capacity of an asset, or the current replacement cost. That is, from the perspective of a market participant (seller), the price that would be received for the asset is determined based on the cost to a market participant (buyer) to acquire or construct a substitute asset of comparable utility.

We use valuation techniques that are appropriate in the circumstances and for which sufficient data are available that can be obtained without undue cost and effort. In some cases, a single valuation technique will be appropriate (for example, when valuing an asset or liability using quoted prices in an active market for identical assets or liabilities). In other cases, multiple valuation techniques will be appropriate. If we use multiple valuation techniques to measure fair value, we evaluate and weigh the results, as appropriate, considering the reasonableness of the range indicated by those results. A fair value measurement is the point within that range that is most representative of fair value in the circumstances.

The selection of the valuation method(s) to apply considers the definition of an exit price and depends on the nature of the asset or liability being valued. For assets and liabilities accounted for at fair value, we generally use valuation techniques consistent with the market approach, and to a lesser extent, the income approach. During the third quarter and first nine months of 2008, we have applied valuation techniques on a consistent basis to similar assets and liabilities and consistent with those techniques used at year end 2007. Due to recent market conditions, the mix and availability of observable inputs for valuation techniques have been volatile, and the risk inherent in the inputs is elevated relative to prior periods.

Inputs to Valuation Techniques

Inputs refer broadly to the assumptions that market participants use in pricing assets or liabilities, including assumptions about risk, for example, the risk inherent in a particular valuation technique used to measure fair value (such as a pricing model) and/or the risk inherent in the inputs to the valuation technique. Inputs may be observable or unobservable.

Observable inputs are inputs that reflect the assumptions market participants would use in pricing the asset or liability developed based on market data obtained from independent sources.

Unobservable inputs are inputs that reflect our own assumptions about the assumptions market participants would use in pricing the asset or liability developed based on the best information available in the circumstances.

Observable inputs which we utilize to determine the fair values of our investments and derivative financial instruments include indicative broker prices and prices obtained from external pricing services. We review the prices obtained to ensure they are consistent with a variety of observable market inputs and to verify the validity of a security's price. These inputs, along with our knowledge of the financial conditions and industry in which the issuer operates, will be considered in determining whether the quoted or indicated price, as well as the change in price from quarter to quarter, are valid.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 4 - Fair Value Measurements - Continued

On selected securities where there is not an indicated price or where we cannot validate the price, some combination of market inputs may be used to determine a price using a pricing matrix, or we may use pricing inputs from a comparable security. The parameters and inputs used to validate a price on a security may be adjusted for assumptions about risk and current market conditions on a quarter to quarter basis, as certain features may be more significant drivers of valuation at the time of pricing. Changes to inputs in valuations are not changes to valuation methodologies; rather, the inputs are modified to reflect direct or indirect impacts on asset classes from changes in market conditions. We consider transactions in inactive or disorderly markets to be less representative of fair value. We use all available observable inputs when measuring fair value, but when significant other unobservable inputs and adjustments are necessary, we classify these assets as Level 3.

Inputs that may be used include the following:

Benchmark yields (Treasury and swap curves)

Transactional data for new issuance and secondary trades

Broker/dealer quotes and pricing

Security cash flows and structures

Recent issuance/supply

Sector and issuer level spreads

Credit ratings/maturity/weighted average life/seasoning/capital structure

Security optionality

Corporate actions

Underlying collateral

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Prepayment speeds/loan performance/delinquencies

Public covenants

Comparative bond analysis

Derivative spreads

Third-party pricing sources

Relevant reports issued by analysts and rating agencies

The overall valuation process for determining fair values may include adjustments to valuations obtained from our pricing sources when they do not represent a valid exit price. These adjustments may be made when, in our judgment, certain features of the financial instrument, such as its complexity or the market in which the financial instrument is traded (such as counterparty, credit, concentration, or liquidity), require that an adjustment be made to the value originally obtained from our pricing sources. Additionally, an adjustment to the price derived from a model typically reflects our judgment of the inputs that other participants in the market for the financial instrument being measured at fair value would consider in pricing that same financial instrument.

Certain of our investments do not have readily determinable market prices and/or observable inputs or may at times be affected by the lack of market liquidity. For these securities, we use internally prepared valuations combining matrix pricing with vendor purchased software programs, including valuations based on estimates of future profitability, to estimate the fair value. Additionally, we may obtain prices from independent third-party brokers to aid in establishing valuations for certain of these securities. Key assumptions used by us to determine fair value for these securities include risk-free interest rates, risk premiums, performance of underlying collateral (if any), and other factors involving significant assumptions which may or may not reflect those of an active market.

Table of Contents**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued****Unum Group and Subsidiaries****September 30, 2008****Note 4 - Fair Value Measurements - Continued**

The categorization of fair value measurements, by input level, for our fixed maturity securities, equity securities, and derivative financial instruments is as follows:

	September 30, 2008 (in millions of dollars)			Total
	Quoted Prices in Active Markets for Identical Assets or Liabilities (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Assets				
Fixed Maturity Securities	\$ 3,305.9	\$ 29,291.9	\$ 569.0	\$ 33,166.8
Other Long-term Investments				
Equity Securities		0.5	2.1	2.6
Derivative Financial Instruments		80.3		80.3
Liabilities				
Other Liabilities				
Derivative Financial Instruments	\$	\$ 87.4	\$ 175.8	\$ 263.2

Changes in assets and liabilities measured at fair value on a recurring basis using significant unobservable inputs (Level 3) during the three and nine month periods ended September 30, 2008 are as follows:

	Fixed Maturity Securities	Equity Securities	Net Derivative Financial Instruments	Total
	(in millions of dollars)			
Balance at June 30, 2008	\$ 504.4	\$ 2.6	\$ (107.9)	\$ 399.1
Total Realized and Unrealized Gains (Losses)				
Included in Earnings	1.0	(0.4)	(67.9)	(67.3)
Included in Other Comprehensive Income	(49.6)	(0.1)		(49.7)
Net Purchases and Sales	(13.5)			(13.5)
Net Transfer Into (Out of) Level 3	126.7			126.7
Balance at September 30, 2008	\$ 569.0	\$ 2.1	\$ (175.8)	\$ 395.3

Table of Contents**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued****Unum Group and Subsidiaries****September 30, 2008****Note 4 - Fair Value Measurements - Continued**

	Fixed Maturity Securities	Equity Securities	Net Derivative Financial Instruments	Total
	(in millions of dollars)			
Balance at January 1, 2008	\$ 421.0	\$ 1.5	\$ (68.8)	\$ 353.7
Total Realized and Unrealized Gains (Losses)				
Included in Earnings	0.8	(0.4)	(107.0)	(106.6)
Included in Other Comprehensive Income	(96.2)	(0.1)		(96.3)
Net Purchases and Sales	65.3	1.2		66.5
Net Transfer Into (Out of) Level 3	178.1	(0.1)		178.0
Balance at September 30, 2008	\$ 569.0	\$ 2.1	\$ (175.8)	\$ 395.3

Realized and unrealized investment gains and losses presented in the preceding tables represent gains and losses only for the time during which the applicable financial instruments were classified as Level 3. The amount of losses for the three and nine month periods ended September 30, 2008 which is included in earnings and is attributable to the change in unrealized gains or losses relating to assets or liabilities valued using significant unobservable inputs and still held at September 30, 2008 was \$67.9 million and \$107.0 million, respectively, and relates entirely to the change in fair value of embedded derivatives associated with modified coinsurance arrangements. Changes in the fair values of certain embedded derivatives are reported as realized investment gains and losses, as required under the provisions of Statement of Financial Accounting Standards No. 133 Implementation Issue B36 (DIG Issue B36), *Embedded Derivatives: Modified Coinsurance Arrangements and Debt Instruments That Incorporate Credit Risk Exposure That Are Unrelated or Only Partially Related to the Creditworthiness of the Obligor Under Those Instruments*.

Realized investment gains and losses are reported as a component of revenue in the consolidated statements of income. Unrealized investment gains and losses are reported in other comprehensive income.

Table of Contents**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued****Unum Group and Subsidiaries****September 30, 2008****Note 5 - Segment Information**

Our reporting segments are comprised of the following: Unum US, Unum UK, Colonial Life, Individual Disability - Closed Block, Other, and Corporate. Premium income by major line of business within each of our segments is presented as follows:

	Three Months Ended September 30		Nine Months Ended September 30	
	2008	2007	2008	2007
	(in millions of dollars)			
Unum US				
Group Disability				
Group Long-term Disability	\$ 456.9	\$ 470.3	\$ 1,379.3	\$ 1,422.4
Group Short-term Disability	105.5	123.0	325.1	370.3
Group Life and Accidental Death & Dismemberment				
Group Life	267.2	276.4	796.6	834.3
Accidental Death & Dismemberment	33.1	33.2	96.7	97.7
Supplemental and Voluntary				
Individual Disability - Recently Issued	118.6	115.1	352.9	343.5
Long-term Care	146.3	135.5	431.5	395.8
Voluntary Benefits	111.5	101.8	334.3	301.9
	1,239.1	1,255.3	3,716.4	3,765.9
Unum UK				
Group Long-term Disability	167.9	192.4	531.5	561.6
Group Life	46.8	45.3	145.1	127.0
Individual Disability	10.0	9.9	30.4	28.3
	224.7	247.6	707.0	716.9
Colonial Life				
Accident, Sickness, and Disability	152.6	141.7	452.7	421.9
Life	39.1	35.6	116.6	106.5
Cancer and Critical Illness	53.5	49.7	158.9	146.8
	245.2	227.0	728.2	675.2
Individual Disability - Closed Block	237.5	256.0	713.1	757.7
Other		0.6	0.9	1.5
Total	\$ 1,946.5	\$ 1,986.5	\$ 5,865.6	\$ 5,917.2

Table of Contents**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued****Unum Group and Subsidiaries****September 30, 2008****Note 5 - Segment Information - Continued**

Selected operating statement data by segment is presented as follows:

	Unum US	Unum UK	Colonial Life	Individual Disability - Closed Block	Other	Corporate	Total
	(in millions of dollars)						
Three Months Ended September 30, 2008							
Premium Income	\$ 1,239.1	\$ 224.7	\$ 245.2	\$ 237.5	\$	\$	\$ 1,946.5
Net Investment Income	287.5	49.4	26.5	192.7	27.0	11.6	594.7
Other Income	33.6	0.9	0.1	23.9	6.9	1.9	67.3
Operating Revenue	\$ 1,560.2	\$ 275.0	\$ 271.8	\$ 454.1	\$ 33.9	\$ 13.5	\$ 2,608.5
Operating Income (Loss)	\$ 175.9	\$ 96.1	\$ 66.2	\$ 14.2	\$ 3.5	\$ (30.3)	\$ 325.6
Three Months Ended September 30, 2007							
Premium Income	\$ 1,255.3	\$ 247.6	\$ 227.0	\$ 256.0	\$ 0.6	\$	\$ 1,986.5
Net Investment Income	283.1	47.4	25.0	213.6	24.7	9.4	603.2
Other Income	32.8	0.7	0.3	27.5	4.9	0.4	66.6
Operating Revenue	\$ 1,571.2	\$ 295.7	\$ 252.3	\$ 497.1	\$ 30.2	\$ 9.8	\$ 2,656.3
Operating Income (Loss)	\$ 164.3	\$ 101.0	\$ 62.5	\$ 29.4	\$ 3.6	\$ (35.7)	\$ 325.1
Nine Months Ended September 30, 2008							
Premium Income	\$ 3,716.4	\$ 707.0	\$ 728.2	\$ 713.1	\$ 0.9	\$	\$ 5,865.6
Net Investment Income	856.7	149.6	78.8	585.2	78.8	50.1	1,799.2
Other Income	99.6	1.3	0.3	73.4	22.9	4.5	202.0
Operating Revenue	\$ 4,672.7	\$ 857.9	\$ 807.3	\$ 1,371.7	\$ 102.6	\$ 54.6	\$ 7,866.8
Operating Income (Loss)	\$ 514.8	\$ 279.2	\$ 201.8	\$ 55.8	\$ 10.8	\$ (82.7)	\$ 979.7
Nine Months Ended September 30, 2007							
Premium Income	\$ 3,765.9	\$ 716.9	\$ 675.2	\$ 757.7	\$ 1.5	\$	\$ 5,917.2
Net Investment Income	846.9	143.1	74.3	621.6	79.7	24.9	1,790.5
Other Income	102.0	2.7	0.9	78.6	22.2	1.7	208.1
Operating Revenue	\$ 4,714.8	\$ 862.7	\$ 750.4	\$ 1,457.9	\$ 103.4	\$ 26.6	\$ 7,915.8

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Operating Income (Loss)	\$ 399.0	\$ 253.8	\$ 187.0	\$ 94.5	\$ 11.2	\$ (134.3)	\$ 811.2
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Table of Contents**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued****Unum Group and Subsidiaries****September 30, 2008****Note 5 - Segment Information - Continued**

A reconciliation of total operating revenue and operating income by segment to revenue and net income as reported in the consolidated statements of income follows:

	Three Months Ended September 30		Nine Months Ended September 30	
	2008	2007	2008	2007
	(in millions of dollars)			
Operating Revenue by Segment	\$ 2,608.5	\$ 2,656.3	\$ 7,866.8	\$ 7,915.8
Net Realized Investment Loss	(165.8)	(46.1)	(208.2)	(39.4)
Revenue	\$ 2,442.7	\$ 2,610.2	\$ 7,658.6	\$ 7,876.4
Operating Income by Segment	\$ 325.6	\$ 325.1	\$ 979.7	\$ 811.2
Net Realized Investment Loss	(165.8)	(46.1)	(208.2)	(39.4)
Income Tax	51.8	92.0	260.1	259.9
Income from Discontinued Operations				6.9
Net Income	\$ 108.0	\$ 187.0	\$ 511.4	\$ 518.8

Assets by segment are as follows:

	September 30 2008	December 31 2007
	(in millions of dollars)	
Unum US	\$ 20,323.6	\$ 21,134.1
Unum UK	3,659.2	4,016.5
Colonial Life	2,422.9	2,518.5
Individual Disability - Closed Block	14,414.7	15,244.4
Other	7,760.7	7,900.0
Corporate	1,356.7	1,888.4
Total	\$ 49,937.8	\$ 52,701.9

Table of Contents**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued****Unum Group and Subsidiaries****September 30, 2008****Note 6 - Pensions and Other Postretirement Benefits**

The components of net periodic benefit cost related to the Company sponsored defined benefit pension and postretirement plans for our employees are as follows:

	Three Months Ended September 30					
	2008	2007	2008	2007	2008	2007
	(in millions of dollars)					
	Pension Benefits					
	U.S. Plans		Non U.S. Plans		Postretirement Benefits	
Service Cost	\$ 7.2	\$ 7.8	\$ 2.0	\$ 2.4	\$ 0.8	\$ 0.9
Interest Cost	14.6	13.5	2.8	2.4	2.9	2.8
Expected Return on Plan Assets	(15.0)	(14.6)	(3.1)	(3.0)	(0.2)	(0.2)
Amortization of:						
Net Actuarial Loss	3.5	4.8	0.7	0.7		
Prior Service Credit	(0.6)	(0.7)			(0.8)	(1.0)
Transition Asset						
Settlement Loss				0.3		
Net Periodic Benefit Cost	\$ 9.7	\$ 10.8	\$ 2.4	\$ 2.8	\$ 2.7	\$ 2.5

	Nine Months Ended September 30					
	2008	2007	2008	2007	2008	2007
	(in millions of dollars)					
	Pension Benefits					
	U.S. Plans		Non U.S. Plans		Postretirement Benefits	
Service Cost	\$ 21.5	\$ 24.0	\$ 6.3	\$ 7.1	\$ 2.4	\$ 2.7
Interest Cost	43.7	40.6	8.5	7.3	8.6	8.2
Expected Return on Plan Assets	(44.8)	(43.8)	(9.5)	(9.1)	(0.5)	(0.6)
Amortization of:						
Net Actuarial Loss	10.5	14.3	2.1	2.1		
Prior Service Credit	(1.7)	(2.3)			(2.5)	(2.8)
Transition Asset			(0.1)			
Curtailment Loss/Settlement Loss		0.2		0.3		
Net Periodic Benefit Cost	\$ 29.2	\$ 33.0	\$ 7.3	\$ 7.7	\$ 8.0	\$ 7.5

As a result of the sale of GENEX, we froze the pension plan benefits for the employees of GENEX during the first quarter of 2007, which resulted in the recognition of a curtailment loss of \$0.2 million. The curtailment loss was comprised of a \$0.6 million increase in our pension liability related to a termination benefit and a \$0.4 million recognition of unamortized prior service credits. As of the date of the curtailment, we remeasured our U.S. pension plan obligation. As a result of the remeasurement, our pension plan liability increased \$35.6 million. The net effect of the curtailment and remeasurement was an increase in our pension plan liability of \$29.0 million, a decrease in deferred income tax of \$10.1 million, a decrease in income from discontinued operations of \$0.2 million, and a decrease in accumulated other comprehensive income of \$18.7 million.

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In the third quarter of 2007, we terminated the Canadian defined benefit pension plans which were frozen in 2004. The termination of these plans did not have a material effect on our financial position or results of operations.

Table of Contents**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued****Unum Group and Subsidiaries****September 30, 2008****Note 6 - Pensions and Other Postretirement Benefits - Continued**

We have no regulatory contribution requirements for our U.S. qualified defined benefit plan in 2008; however, we elected to make voluntary contributions of \$55.0 million during the first quarter of 2008. For our U.K. operation, which maintains a separate defined benefit plan, we made required contributions totaling \$1.6 million and \$6.0 million for the third quarter and first nine months of 2008, respectively.

Note 7 - Stockholders' Equity and Earnings Per Common Share

Net income per common share is determined as follows:

	Three Months Ended September 30		Nine Months Ended September 30	
	2008	2007	2008	2007
	(in millions of dollars, except share data)			
Numerator				
Net Income	\$ 108.0	\$ 187.0	\$ 511.4	\$ 518.8
Denominator (000s)				
Weighted Average Common Shares - Basic	337,236.4	359,741.2	344,440.3	350,665.9
Dilution for the Purchase Contract Element of the Adjustable Conversion-Rate Equity Security Units				2,230.6
Dilution for Assumed Exercises of Stock Options and Nonvested Stock Awards	676.4	1,165.1	671.6	1,213.0
Weighted Average Common Shares - Assuming Dilution	337,912.8	360,906.3	345,111.9	354,109.5
Net Income Per Common Share				
Basic	\$ 0.32	\$ 0.52	\$ 1.48	\$ 1.48
Assuming Dilution	\$ 0.32	\$ 0.52	\$ 1.48	\$ 1.46

We use the treasury stock method to account for the effect of the purchase contract element of the adjustable conversion-rate equity security units (units), outstanding stock options, and nonvested stock awards on the computation of dilutive earnings per share. Under this method, these potential common shares will each have a dilutive effect, as individually measured, when the average market price of Unum Group's common stock during the period exceeds the threshold appreciation price of the purchase contract element of the units, the exercise price of the stock options, or the grant price of the nonvested stock awards.

The purchase contract element of the units had a threshold appreciation price of \$16.95 per share, the outstanding stock options have exercise prices ranging from \$12.23 to \$58.56, and the nonvested stock awards have grant prices ranging from \$19.18 to \$26.25.

In computing earnings per share assuming dilution, only potential common shares that are dilutive (those that reduce earnings per share) are included. Potential common shares not included in the computation of dilutive earnings per share because their impact would be antidilutive, based on current market prices, approximated 7.9 million and 8.0 million shares of common stock for the three and nine month periods ended September 30, 2008, and 6.1 million and 6.3 million common shares for the three and nine month periods ended September 30, 2007.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 7 - Stockholders Equity and Earnings Per Common Share - Continued

Unum Group has 25,000,000 shares of preferred stock authorized with a par value of \$0.10 per share. No preferred stock has been issued to date.

During 2007, our board of directors authorized the repurchase of up to \$700.0 million of Unum Group's common stock. In January 2008, we repurchased approximately 14.0 million shares for \$350.0 million, using an accelerated share repurchase agreement. Under the terms of the repurchase agreement, we were to receive, or be required to pay, a price adjustment based on the volume weighted average price of our common stock during the term of the agreement. Any price adjustment payable to us was to be settled in shares of our common stock. Any price adjustment we would have been required to pay was to be settled, at our option, in either cash or common stock. A 30 percent partial acceleration of the agreement, 4.2 million shares, occurred on March 26, 2008 and settled on March 28, 2008, with the price adjustment resulting in the delivery to us of approximately 0.5 million additional shares of our common stock. The remaining 9.8 million shares settled on May 29, 2008, with the price adjustment resulting in the delivery to us of approximately 0.9 million additional shares.

During August 2008, we repurchased approximately 12.5 million shares for \$350.0 million, using an accelerated share repurchase agreement with terms similar to the earlier agreement. A 50 percent partial acceleration of the agreement, 6.25 million shares, occurred on October 7, 2008 and settled on October 10, 2008, with the price adjustment resulting in the delivery to us of approximately 1.0 million additional shares of our common stock. The remaining 6.25 million shares settled on October 14, 2008, with the price adjustment resulting in the delivery to us of approximately 1.0 million additional shares.

In total, we repurchased 29.9 million shares of our common stock under the share repurchase program. These shares are reflected as treasury stock in our consolidated balance sheet.

Note 8 - Commitments and Contingent Liabilities

We are a defendant in a number of litigation matters. In some of these matters, no specified amount is sought. In others, very large or indeterminate amounts, including punitive and treble damages, are asserted. There is a wide variation of pleading practice permitted in the United States courts with respect to requests for monetary damages, including some courts in which no specified amount is required and others which allow the plaintiff to state only that the amount sought is sufficient to invoke the jurisdiction of that court. Further, some jurisdictions permit plaintiffs to allege damages well in excess of reasonably possible verdicts. Based on our extensive experience and that of others in the industry with respect to litigating or resolving claims through settlement over an extended period of time, we believe that the monetary damages asserted in a lawsuit or claim bear little relation to the merits of the case, or the likely disposition value. Therefore, the specific monetary relief sought is not stated.

The lawsuits described below are for the most part in very preliminary stages, and the outcome of the matters is uncertain. On a quarterly and annual basis, we review relevant information with respect to litigation and contingencies to be reflected in our consolidated financial statements. An estimated loss is accrued when it is probable that a liability has been incurred and the amount of the loss can be reasonably estimated. Unless indicated otherwise, reserves have not been established for these matters.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 8 - Commitments and Contingent Liabilities - Continued

Claims Handling Matters

Multidistrict Litigation

On September 2, 2003, the Judicial Panel on the Multidistrict Litigation entered an order transferring more than twenty putative class actions and derivative suits, described below, filed in various courts against the Company, several of its subsidiaries, and some of our officers, to the U.S. District Court for the Eastern District of Tennessee for coordinated or consolidated pretrial proceedings. The defendants strongly deny the allegations in each of these actions and will vigorously defend the substantive and procedural aspects of the litigations, except as noted below with respect to settlement discussions.

Shareholder Derivative Actions

Between November 22, 2002 and March 11, 2003 five purported derivative actions were filed in state and federal courts in Tennessee. The defendants removed each of the actions that were filed in Tennessee state court to the U.S. District Court for the Eastern District of Tennessee, and the cases were consolidated. The plaintiffs then filed a single consolidated amended complaint, which purports to assert claims on behalf of the Company against certain current and past members of our Board of Directors and certain executive officers alleging breaches of fiduciary duties and other violations of law by establishing or permitting to be established an unlawful policy of denying legitimate disability claims and improper financial reporting, and that certain defendants engaged in insider trading.

On August 27, 2008, the parties entered into a Stipulation of Settlement to resolve the litigation. Under the terms of the settlement, which is subject to, among other things, approval of the court, we agreed to, among other things, implement or continue certain corporate governance measures and pay plaintiffs' attorneys' fees in an amount to be determined by the court. We have established adequate reserves for the attorneys' fees, the payment of which we believe will be an immaterial amount.

Policyholder Class Actions

On July 15, 2002, Rombeiro v. Unum Life Insurance Company of America, et al., was filed in the Superior Court of California and subsequently was removed to federal court, alleging that the plaintiff was wrongfully denied disability benefits under a group long-term disability plan. On January 21, 2003, an Amended Complaint was filed on behalf of a putative class of individuals that were denied or terminated from benefits under group long-term disability plans, seeking injunctive and declaratory relief and payment of benefits. On April 30, 2003, the court granted in part and denied in part the defendants' motion to dismiss the complaint. On May 14, 2003, the plaintiff filed a Second Amended Complaint seeking similar relief.

Between November 2002 and November 2003, six additional similar putative class actions were filed in (or later removed to) federal district courts in Illinois, Massachusetts, New York, Pennsylvania, and Tennessee. The complaints alleged that the putative class members' claims were evaluated improperly and allege that the Company and its insurance subsidiaries breached certain fiduciary duties owed to the class members under the Employee Retirement Income Security Act (ERISA), Racketeer Influenced Corrupt Organizations Act (RICO), and/or various state laws. The complaints sought various forms of equitable relief and money damages, including punitive damages.

These actions all were transferred to the Eastern District of Tennessee multidistrict litigation. On December 22, 2003, the Tennessee Federal District Court entered an order consolidating all of the above actions for all pretrial

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 8 - Commitments and Contingent Liabilities - Continued

purposes under the caption In re UnumProvident Corp. ERISA Benefit Denial Actions and appointed a lead plaintiff. A consolidated amended complaint was filed on February 20, 2004.

Court ordered mediation has concluded with the settlement of all individual claims brought by seven of the fifteen named plaintiffs. An eighth plaintiff has subsequently resolved her claims through the process established under the regulatory settlement agreements.

On September 4, 2007, the District Court certified a 23(b)(2) class consisting of all plan participants and beneficiaries insured under ERISA governed long-term disability insurance policies/plans issued by Unum Group and the insuring subsidiaries of Unum Group throughout the United States who have had a long-term disability claim denied, terminated, or suspended on or after June 30, 1999 by Unum Group or one or more of its insuring subsidiaries after being subjected to any of the practices alleged in the complaint. The class as certified seeks, among other forms of relief, an opportunity to have denied or terminated claims re-assessed by so-called independent reviewers. The District Court has yet to rule on pending motions by the Company for judgment on the pleading, or for summary judgment. We are appealing the class certification order to the Sixth Circuit Court of Appeals on an interlocutory basis.

On April 30, 2003, a separate putative class action, Taylor v. UnumProvident Corporation, et al., was filed in the Tennessee Circuit Court and subsequently removed to federal court. The complaint alleges claims against Unum Group and certain subsidiaries on behalf of a putative class of long-term disability insurance policyholders who did not obtain their coverage through employer sponsored plans and who had a claim denied, terminated, or suspended by a Unum Group subsidiary after January 1, 1995, seeking equitable and monetary relief. Plaintiff alleges that the defendants violated various state laws by engaging in unfair claim practices and improperly denying claims. The trial court subsequently dismissed the plaintiff's claims for equitable relief and punitive damages and, most recently, denied certification of a class action. On September 23, 2008, the Sixth Circuit Court of Appeals denied plaintiff's petition to appeal the denial of class certification; on the following day the District Court dismissed all of the plaintiff's additional claims except for plaintiff's individual claims for breaches of contract and fiduciary duty and alleged violations of the Tennessee Consumer Protection Act.

Other Claim Litigation

We and our insurance company subsidiaries, as part of our normal operations in managing disability claims, are engaged in claim litigation where disputes arise as a result of a denial or termination of benefits. Most typically these lawsuits are filed on behalf of a single claimant or policyholder, and in some of these individual actions punitive damages are sought, such as claims alleging bad faith in the handling of insurance claims. For our general claim litigation, we maintain reserves based on experience to satisfy judgments and settlements in the normal course. We expect that the ultimate liability, if any, with respect to general claim litigation, after consideration of the reserves maintained, will not be material to our consolidated financial condition. Nevertheless, given the inherent unpredictability of litigation, it is possible that an adverse outcome in certain claim litigation involving punitive damages could, from time to time, have a material adverse effect on our consolidated results of operations in a period, depending on the results of operations for the particular period.

On June 13, 2005, following a trial in the U.S. District Court of Nevada in the matter of G. Clinton Merrick vs. UnumProvident Corporation, Paul Revere Life Insurance Company, et al., judgment was entered in plaintiff's favor on his breach of contract and bad faith claims, and the plaintiff was awarded contract, emotional distress and punitive damages, as well as attorneys' fees. We appealed that judgment. The Ninth Circuit Court of Appeals reversed that portion of the judgment that awarded attorneys' fees and punitive damages award and remanded for a

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 8 - Commitments and Contingent Liabilities - Continued

new trial on the issue of punitive damages that should be awarded, if any. We thereafter paid the portion of the verdict that had been upheld and proceeded to a second trial on the limited issue of the amount of punitive damages to be awarded against UnumProvident and The Paul Revere Life Insurance Company, if any. A second jury verdict was entered on July 3, 2008, in the amount of \$24.0 million as to The Paul Revere Life Insurance Company and \$36.0 million as to Unum Group. We have filed post trial motions requesting, among other things, that the award be reduced and, if necessary, will appeal this verdict to the Ninth Circuit. We believe that we have strong legal arguments to raise on appeal that create significant uncertainty regarding the ultimate outcome of this matter. However, since our efforts to reduce or overturn this award are at an early stage, an estimate of the liability to resolve this matter was established in the second quarter of 2008. The accrual was not material to our operating results.

From time to time class action allegations are pursued where the claimant or policyholder purports to represent a larger number of individuals who are similarly situated. Since each insurance claim is evaluated based on its own merits, there is rarely a single act or series of actions, which can properly be addressed by a class action. Nevertheless, we monitor these cases closely and defend ourselves appropriately where these allegations are made.

Broker Compensation, Quoting Process, and Related Matters

Examinations and Investigations

Since October 2004, we and/or our insurance subsidiaries have received subpoenas or information requests from state regulatory or investigatory agencies of at least seven states including Connecticut, Florida, Maine, Massachusetts, North Carolina, South Carolina, and Tennessee. The subpoenas and/or information requests relate to, among other things, compliance with ERISA relating to our interactions with insurance brokers and to regulations concerning insurance information provided by us to plan administrators of ERISA plans, as well as compliance with state and federal laws with respect to quoting processes, producer compensation, solicitation activities, policies sold to state or municipal entities, and information regarding compensation arrangements with brokers.

We have cooperated fully with all investigations and will continue to do so. However, due to a prolonged period of inactivity, we consider these state investigations dormant.

Broker-Related Litigation

We and certain of our subsidiaries, along with many other insurance brokers and insurers, have been named as defendants in a series of putative class actions that have been transferred to the U.S. District Court for the District of New Jersey for coordinated or consolidated pretrial proceedings as part of multidistrict litigation (MDL) No. 1663, In re Insurance Brokerage Antitrust Litigation. The plaintiffs in MDL No. 1663 filed a consolidated amended complaint in August 2005, which alleges, among other things, that the defendants violated federal and state antitrust laws, RICO, ERISA, and various state common law requirements by engaging in alleged bid rigging and customer allocation and by paying undisclosed compensation to insurance brokers to steer business to defendant insurers. Defendants filed a motion to dismiss the complaint on November 29, 2005. On April 5, 2007, defendants' motion to dismiss was granted without prejudice as to all counts except the ERISA counts. Plaintiffs were granted a last opportunity to file an amended complaint, and they did so on May 22, 2007. On June 21, 2007, defendants filed a motion to dismiss and for summary judgment on all counts. On August 31, 2007 and September 28, 2007, plaintiffs' federal antitrust and RICO claims were dismissed with prejudice. Defendants' motion for summary judgment on the ERISA counts was granted on January 14, 2008. All pending state law claims were dismissed.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

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Note 8 - Commitments and Contingent Liabilities - Continued

without prejudice. Plaintiffs have filed an appeal with the Third Circuit Court of Appeals of the order dismissing their federal antitrust and RICO claims.

We are a defendant in an action styled, Palm Tree Computers Systems, Inc. v. ACE USA, et al., which was filed in the Florida state Circuit Court on February 16, 2005. The complaint contains allegations similar to those made in the multidistrict litigation referred to above. The case was removed to federal court and, on October 20, 2005, the case was transferred to the District of New Jersey multidistrict litigation. Plaintiffs motion to remand the case to the state court in Florida was dismissed without prejudice along with other pending motions in the MDL.

Miscellaneous Matters

In September 2003, United States of America ex. rel. Patrick J. Loughren v. UnumProvident Corporation and GENEX Services, Inc. was filed in the United States District Court for the District of Massachusetts. This is a qui tam action to recover damages and civil penalties on behalf of the United States of America alleging violations of the False Claims Act by us and our former GENEX subsidiary. In accordance with the False Claims Act, the action was originally filed under seal to provide the government the opportunity to investigate the allegations and prosecute the action if they believed that the case had merit and warranted their attention. The government declined to prosecute the case, and the case became a matter of public record on December 23, 2004. The complaint alleges that we defrauded the government by inducing and or assisting disability claimants to apply for disability benefits from the Social Security Administration (SSA) when we allegedly knew that the claimants were not disabled under SSA criteria. We filed a motion for summary judgment which was denied on September 15, 2008. The case proceeded to trial at which seven sample claims were adjudicated. We prevailed on four of the claims, the Relator prevailed on two of the claims, and the jury could not reach a verdict on one of the claims. The jury awarded the Relator \$850 in damages which can be trebled. The court may also assess a penalty of between \$5,000 and \$11,000 per claim. The court must still address the issue of whether there can be any extrapolation of these results to the larger population of claims we manage. We strongly believe that no such extrapolation can be justified either legally or factually, especially in light of the recent split verdict. In addition, we will file post trial motions with the trial court seeking to reverse the adverse findings by the jury and, if necessary, file an appeal with the First Circuit Court of Appeals if final judgment is entered against us.

In May 2007, Roy Mogel, Todd D. Lindsay and Joseph R. Thorley individually and on behalf of those similarly situated v. Unum Life Insurance Company, was filed in the United States District Court for the District of Massachusetts. This is a putative class action alleging that we breached fiduciary duties owed to certain beneficiaries under group life insurance policies when we paid certain life insurance proceeds by establishing interest-bearing Retained Asset Accounts rather than checks. On February 4, 2008, the court granted the Company's motion to dismiss all claims. Plaintiffs have appealed that decision to the First Circuit Court of Appeals.

On May 16, 2008, we were added as a party to a case styled, Public Service Company of Colorado; P.S.R. Investments, Inc.; and Xcel Energy, Inc. v. Theodore J. Mallon; Transfinancial Corporation; and Provident Life and Accident Insurance Company, filed in the District Court, County of Boulder, State of Colorado, alleging among other things breach of contract, unjust enrichment, breach of duty of good faith and fair dealing, fraudulent concealment, negligent misrepresentation and non-disclosure, fraud, civil conspiracy, violation of the Colorado Consumer Protection Act, violation of the Colorado Organized Crime Control Act, and Conspiracy to violate the Colorado Organized Crime Control Act. These claims arise from the sale of corporate-owned life insurance policies to Public Service Company of Colorado by Mallon in 1984 and 1985. These policies were reinsured through REALIC, a subsidiary of Swiss Re, as of July 2000. In response to the complaint, we filed a motion to dismiss all counts of the complaint asserted against us. On October 22, 2008, the District Court granted in part and denied in

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 8 - Commitments and Contingent Liabilities - Continued

part our motion to dismiss, thereby dismissing all claims against us for violation of the Colorado Consumer Protection Act, violation of the Colorado Organized Crime Control Act, and Conspiracy to violate the Colorado Organized Crime Control Act. We deny the remaining allegations of the complaint and plan to vigorously defend them.

In September 2008, we received service of a complaint, in an adversary proceeding in connection with the bankruptcy case In re Quebecor World (USA) Inc., et al., entitled Official Committee of Unsecured Creditors of Quebecor World (USA) Inc., et al., v. American United Life Insurance Company, et al., filed in the United States Bankruptcy Court for the Southern District of New York. The complaint alleges that we received preference payments relating to notes held by certain of our insurance subsidiaries and seeks to avoid and recover such payments plus interest and cost of the action. We deny the allegations in the complaint and will vigorously contest them.

Summary

Various lawsuits against us, in addition to those discussed above, have arisen in the normal course of business. Further, state insurance regulatory authorities and other federal and state authorities regularly make inquiries and conduct investigations concerning our compliance with applicable insurance and other laws and regulations.

Given the complexity and scope of our litigation and regulatory matters, it is not possible to predict the ultimate outcome of all pending investigations or legal proceedings or provide reasonable estimates of potential losses, except where noted in connection with specific matters. It is possible that our results of operations or cash flows in a particular period could be materially affected by an ultimate unfavorable outcome of pending litigation or regulatory matters depending, in part, on our results of operations or cash flows for the particular period. We believe, however, that the ultimate outcome of all pending litigation and regulatory matters, after consideration of applicable reserves and rights to indemnification, should not have a material adverse effect on our financial position.

Note 9 - Other

Acquisition

During the second quarter of 2008, Unum UK became responsible for the ongoing administration and management of a closed block of group long-term disability claims through a reinsurance arrangement with Royal London Mutual Insurance Society Limited. As a result of the assumption, Unum UK received cash of £24.5 million, recorded £0.4 million in accrued premiums receivable, assumed reserves of £22.2 million, and recorded a deferred gain of £2.7 million.

Debt

During the second quarter of 2008, we retired the remaining \$175.0 million of our 5.997% senior notes. During the first nine months of 2008, we made principal payments of \$35.7 million and \$7.5 million on our senior secured non-recourse variable rate notes issued by Northwind Holdings, LLC and Tailwind Holdings, LLC, respectively. We also purchased and retired \$36.6 million of our 6.85% senior debentures due 2015.

At September 30, 2008, short-term debt consisted of \$150.0 million 5.859% senior notes due May 2009 and \$125.0 million of reverse repurchase agreements with a weighted average interest rate of 3.65 percent and a maturity date of October 27, 2008.

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NOTES TO CONSOLIDATED FINANCIAL STATEMENTS (UNAUDITED) - Continued

Unum Group and Subsidiaries

September 30, 2008

Note 9 - Other - Continued

Income Tax

We do not believe that it is reasonably possible that our existing liability for unrecognized tax benefits will significantly change within the next 12 months. The interest expense and penalties related to unrecognized tax expense in the consolidated statements of income are \$1.5 million and \$4.3 million for the three and nine month periods ended September 30, 2008, respectively. In the third quarter of 2008, we filed protests to the Internal Revenue Service's revenue agent's report for the years 2002 to 2004. We believe sufficient provision has been made for all proposed adjustments and that such adjustments would not have a material adverse effect on our financial position, liquidity, or results of operations.

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Report of Independent Registered Public Accounting Firm

Board of Directors and Stockholders

Unum Group and Subsidiaries

We have reviewed the consolidated balance sheet of Unum Group and subsidiaries as of September 30, 2008, and the related consolidated statements of income and comprehensive income (loss) for the three-month and nine-month periods ended September 30, 2008 and 2007, and the consolidated statements of stockholders' equity and cash flows for the nine-month periods ended September 30, 2008 and 2007. These financial statements are the responsibility of the Company's management.

We conducted our review in accordance with the standards of the Public Company Accounting Oversight Board (United States). A review of interim financial information consists principally of applying analytical procedures and making inquiries of persons responsible for financial and accounting matters. It is substantially less in scope than an audit conducted in accordance with the standards of the Public Company Accounting Oversight Board, the objective of which is the expression of an opinion regarding the financial statements taken as a whole. Accordingly, we do not express such an opinion.

Based on our review, we are not aware of any material modifications that should be made to the consolidated financial statements referred to above for them to be in conformity with U.S. generally accepted accounting principles.

We have previously audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States), the consolidated balance sheet of Unum Group and subsidiaries as of December 31, 2007, and the related consolidated statements of income, stockholders' equity, cash flows, and comprehensive income (loss) for the year then ended not presented herein, and in our report dated February 21, 2008, we expressed an unqualified opinion on those consolidated financial statements. In our opinion, the information set forth in the accompanying consolidated balance sheet as of December 31, 2007, is fairly stated, in all material respects, in relation to the consolidated balance sheet from which it has been derived.

/s/ ERNST & YOUNG LLP

Chattanooga, Tennessee

October 27, 2008

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ITEM 2. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

Introduction

Unum Group, a Delaware general business corporation, and its insurance and non-insurance companies, which collectively with Unum Group we refer to as the Company, operate in the United States, the United Kingdom, and, to a limited extent, in certain other countries around the world. The principal operating subsidiaries in the United States are Unum Life Insurance Company of America (Unum America), Provident Life and Accident Insurance Company (Provident), The Paul Revere Life Insurance Company (Paul Revere Life), and Colonial Life & Accident Insurance Company, and in the United Kingdom, Unum Limited. We are the largest provider of group and individual disability insurance products in the United States and the United Kingdom. We also provide a complementary portfolio of other insurance products, including long-term care insurance, life insurance, employer- and employee-paid group benefits, and other related services.

We have three major business segments: Unum US, Unum UK, and Colonial Life. Our other segments are the Individual Disability Closed Block segment, the Other segment, and the Corporate segment. These segments are discussed more fully under Segment Results included herein in Item 2.

As one of the leading providers of employee benefits, we offer a broad portfolio of products and services to meet the diverse needs of the marketplace. We try to achieve a competitive advantage by offering group, individual, and voluntary benefits products that can be offered as stand alone products or that can be combined with other coverages to provide comprehensive product solutions for customers. We offer businesses of all sizes competitive benefit plans that help them attract and retain a stronger workforce and protect the incomes and lifestyles of employees and their families. Through a variety of technological tools and trained professionals, we offer services which are designed to meet the evolving needs of our customers. We strive to be responsive and timely, and we are committed to service excellence.

We have well established market positions. However, due to the nature of our business, we are sensitive to economic and financial market movements, including consumer confidence, employment levels, and interest rates. The recent unprecedented global financial market disruption and deteriorating economic conditions could adversely affect our business, growth, and results of operations. Further, the current political environment could result in potential legislation and increased regulation which could also impact our business, including demand for and costs of certain of our products.

This discussion and analysis should be read in conjunction with the consolidated financial statements and notes thereto in Part I, Item 1 contained in this Form 10-Q and with the discussion, analysis, and consolidated financial statements and notes thereto in Part I, Items 1 and 1A, and Part II, Items 6, 7, 7A, and 8 of our annual report on Form 10-K for the year ended December 31, 2007.

Executive Summary

During 2008, we intend to continue our focus on a number of key areas. Objectives for 2008 include:

Consistent execution of our operating plans. We will continue our emphasis on disciplined, profitable growth.

Continued innovation throughout our businesses. Within Unum US, we plan to broadly launch *Simply Unum* in the small to mid sized employer marketplace. We also plan to capitalize on the introduction of a number of health related products for Colonial Life, as well as the launch of a pilot voluntary benefits program in our Unum UK business.

Leveraging of our leadership positions and marketplace reputation. We will seek to build on the momentum of 2007 with increased brand and product awareness.

Execution of our capital management strategy. We formalized our capital management strategy during 2007 and established several financial thresholds and targets that guide our capital decisions.

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Professional development of our employees. We have increased our focus on training and development as well as talent management and building bench strength throughout the Company.

We are confident in our business outlook and believe that our product diversification across sectors and locations, our mix of business, our disciplined underwriting, pricing, claims, and expense management, our investment portfolio, and our capital management strategy will somewhat mitigate the potential impact of an economic slowdown on our operating results.

Operating Performance

For the third quarter and first nine months of 2008, Unum US reported increases in segment operating income of 7.1 percent and 10.7 percent, respectively, compared to the prior year periods and excluding the second quarter of 2007 revision to the claim reassessment reserve estimate. The group disability benefit ratio was 89.3 percent for the third quarter of 2008, consistent with our goal of continual profit margin improvement for this line of business. Unum US sales increased 7.8 percent in the third quarter of 2008 compared to the third quarter of 2007 and 10.1 percent in the first nine months of 2008 when compared to the prior year period. Our group core market segment, which we define for Unum US as employee groups with less than 2,000 lives, had sales increases of 27.9 percent and 19.0 percent, respectively, over the third quarter and first nine months of 2007, and the number of new accounts increased 9.8 percent over the prior year first nine months. Our supplemental and voluntary sales increased 1.2 percent in the third quarter of 2008 compared to last year's third quarter and 11.5 percent in the first nine months of this year compared to the same period last year. Sales in the group large case market segment declined 0.7 percent compared to the prior year third quarter and 3.3 percent for the first nine months. During the third quarter of 2007, we introduced *Simply Unum*, an integrated platform of products and online services that we believe will transform the benefits marketplace through innovative solutions for our group core market segment and our voluntary market. The initial limited market rollout occurred in 2007, and we have now expanded the availability of *Simply Unum* to 45 states nationwide. We will complete the rollout to the remaining states as state approvals are received. We are also in the process of developing additional products and services.

Our Unum UK segment continues to produce excellent operating results, with an increase in segment operating income of 1.8 percent for the third quarter of 2008 and 12.6 percent for the first nine months of the year, as measured in Unum UK's local currency, relative to the comparable periods of 2007. Overall sales in Unum UK increased 9.1 percent over the third quarter of 2007 and 4.2 percent for the first nine months of 2008 as compared to the prior year. Sales growth in 2007 benefited from the change in age equality legislation more so than in 2008. Excluding sales related to the change in age equality legislation from all comparable periods, Unum UK achieved underlying sales growth of approximately 19.4 percent and 21.3 percent in the third quarter and first nine months of 2008 relative to the same periods of 2007, with sales in the core market segment, which we define for Unum UK as employee groups with less than 500 lives, driving the increase. The U.K. market remains highly competitive. Unum UK continues work on the development of a voluntary benefits offering to meet the benefit needs of the changing U.K. marketplace. We intend to utilize the basic *Simply Unum* platform used in the U.S. and adapt it for the unique aspects of the U.K. market.

Our Colonial Life segment reported an increase in segment operating income of 5.9 percent compared to the prior year third quarter and 7.9 percent for the first nine months. Colonial Life's sales increased 1.9 percent in the third quarter of 2008 relative to last year's third quarter. Sales in the commercial market segment for employee groups with less than 100 lives increased 7.1 percent. The number of new accounts increased over the prior year third quarter, although the average new case size was smaller than the prior year. For the first nine months of 2008, sales increased 1.9 percent compared to the first nine months of 2007, with sales in the commercial market segment for employee groups with less than 100 lives increasing 8.7 percent. During the latter part of 2007, we introduced a new hospital confinement indemnity insurance plan product and a group limited benefit medical plan product, and in the first quarter of 2008, we introduced the new Colonial Life brand. We are pleased with the marketplace reception for our new Colonial Life brand and these new product offerings. Colonial Life continues to expand its enrollment capabilities and its product offerings. In the third quarter of 2008, Colonial Life introduced the latest release of its enrollment system, *Harmony*, which offers multiple enrollment solutions. In addition, all of Colonial Life's individual products, including two new life products, are available on *Harmony*.

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Our investment portfolio continues to perform well, with net investment income of \$1,799.2 million for the first nine months of 2008, slightly higher than the comparable period of 2007. Included in the third quarter and first nine months of 2008 are \$97.9 million and \$101.2 million, respectively, of net realized investment losses from sales and write-downs of investments. The losses relate primarily to fixed maturity securities in the financial institutions sector that we either sold or considered other than temporarily impaired during the third quarter of 2008. We believe our investment portfolio is well positioned for the current environment, with historically low levels of below-investment-grade securities, no exposure to subprime mortgages, Alt-A loans, or collateralized debt obligations in our asset-backed or mortgage-backed securities portfolios, and minimal exposure to collateralized debt obligations within our public bond portfolio. Further discussion is included in Investments contained herein in Item 2.

Strategic and Capital Initiatives

The first priority of our capital management strategy is to maintain sufficient financial flexibility to support our operations over various economic cycles and to respond to opportunities in the marketplace while positioning our Company for improvements in its credit ratings. We have several financial targets which guide our capital management decisions including:

Maintain a risk based capital (RBC) ratio of 300 percent or greater for our traditional U.S. insurance subsidiaries. This is to be measured on a weighted average basis using the National Association of Insurance Commissioners (NAIC) Company Action Level formula.

Maintain leverage at approximately 25 percent. Leverage will be measured as total debt to total capital, which we define as total long-term and short-term debt plus stockholders' equity, excluding the net unrealized gain or loss on securities and the net gain or loss on cash flow hedges. This target level excludes the non-recourse debt and associated capital of Tailwind Holdings, LLC (Tailwind Holdings) and Northwind Holdings, LLC (Northwind Holdings).

Maintain cash and liquid investments at our holding companies sufficient to cover one year of fixed charges (measured as interest expense plus common stock dividends) plus a capital fund which will vary with business and economic conditions.

Maintain a common stock dividend yield that is near the median of our peer companies.

At the end of the third quarter of 2008, all of our financial measurements for capital management continue to compare favorably to our target levels. We have completed our \$700.0 million authorized share repurchase program, and we have maintained our leverage at 21.4 percent, consistent with the end of 2007.

See Liquidity and Capital Resources contained herein for further detail.

Legal and Regulatory Issues

During the third quarter of 2008, we reached a settlement in the Shareholder Derivative action that was originally filed in 2002. Under the terms of the settlement, which is subject to approval of the court, we have agreed to implement or continue certain corporate governance measures and pay plaintiffs' attorneys' fees in an amount to be determined by the court.

Also during the third quarter of 2008, class certification was denied in the putative class action styled, Taylor v. UnumProvident Corporation, et al. On September 23, 2008 the Sixth Circuit Court of Appeals denied plaintiff's petition to appeal this ruling, and on the following day, the District Court dismissed all of the plaintiff's additional claims except for plaintiff's individual claims for alleged breaches of contract and fiduciary duty and alleged violations of the Tennessee Consumer Protection Act.

During the second quarter of 2008, we reached a settlement with the U.S. Attorney in San Diego regarding broker compensation disclosure practices dating back several years. While this settlement was only recently finalized, it covers issues that were resolved several years ago with other regulators. We have worked cooperatively with the U.S. Attorney's office since its inquiry into the industry's compensation practices began. As part of the settlement, we agreed to a payment of \$5.6 million and included this expense in our second quarter of 2008 results. Compliance

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with the terms of the settlement agreement will not require any further changes in our business practices, as we previously made changes to our broker compensation program.

During 2005, following a trial in the U.S. District Court of Nevada, a judgment was entered in the plaintiff's favor on the plaintiff's breach of contract and bad faith claims, and the plaintiff was awarded contract, emotional distress, and punitive damages, as well as attorneys' fees. We appealed that judgment, and the Ninth Circuit Court of Appeals reversed the portion of the judgment that awarded attorneys' fees and punitive damages award and remanded for a new trial on the issue of punitive damages that should be awarded, if any. We paid the portion of the verdict that had been upheld and proceeded to a second trial on the limited issue of the amount of punitive damages to be awarded against us, if any. A second jury verdict was entered in July 2008 in the amount of \$60.0 million. We have filed post trial motions requesting, among other things, that the award be reduced and, if necessary, will appeal this verdict to the Ninth Circuit. We believe that we have strong legal arguments to raise on appeal that create significant uncertainty regarding the ultimate outcome of this matter. However, since our efforts to reduce or overturn this award are at an early stage, an estimate of the liability to resolve this matter was established in the second quarter of 2008. The accrual was not material to our operating results.

During 2007, we completed the claim reassessment process required by the 2004 and 2005 regulatory settlement agreements. The lead regulators conducted a final examination and presented their findings to our board of directors and management on April 14, 2008. The report of the multistate market conduct examination for the Maine Bureau of Insurance, Massachusetts Division of Insurance, New York State Insurance Department, Tennessee Department of Commerce and Insurance, and other participating jurisdictions as well as the report of the California Department of Insurance market conduct examination both provided that we satisfactorily complied with each of the agreements' mandates and that no fines will be assessed. We continue to work closely with our regulators and also continue to work toward resolution of other outstanding legal and regulatory issues.

First Nine Months 2008 Significant Transactions and Events

Financing

During 2007, our board of directors authorized the repurchase of up to \$700.0 million of Unum Group's common stock. In January 2008, we repurchased approximately 14.0 million shares for \$350.0 million, using an accelerated share repurchase agreement. Under the terms of the repurchase agreement, we were to receive, or be required to pay, a price adjustment based on the volume weighted average price of our common stock during the term of the agreement. Any price adjustment payable to us was to be settled in shares of our common stock. Any price adjustment we would have been required to pay was to be settled, at our option, in either cash or common stock. The final settlement occurred during the second quarter of 2008, and in total, we repurchased 15.4 million shares of our common stock under this agreement.

During August 2008, we repurchased approximately 12.5 million shares for \$350.0 million, using an accelerated share repurchase agreement with terms similar to the earlier agreement. The final settlement occurred during October 2008, with the price adjustment resulting in the delivery to us of approximately 2.0 million additional shares of our common stock, for a total repurchase of 14.5 million shares.

During the second quarter of 2008, we retired the remaining \$175.0 million of our 5.997% senior notes. During the first nine months of 2008, we made principal payments of \$35.7 million and \$7.5 million on our senior secured non-recourse variable rate notes issued by Northwind Holdings and Tailwind Holdings, respectively. We also purchased and retired \$36.6 million of our 6.85% senior debentures due 2015. The costs associated with our debt reduction decreased our first nine months of 2008 income approximately \$0.4 million before tax, or \$0.3 million after tax.

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Accounting Pronouncements

Effective January 1, 2008, we adopted the provisions of Statement of Financial Accounting Standards No. 157 (SFAS 157), *Fair Value Measurements*. SFAS 157 defines fair value, establishes a framework for measuring fair value, and expands disclosures about fair value measurements. The adoption of SFAS 157 did not have a material effect on our financial position or results of operations.

Statement of Financial Accounting Standards No. 161 (SFAS 161), *Disclosures about Derivative Instruments and Hedging Activities, an amendment of FASB Statement No. 133*, was issued in March 2008. SFAS 161 is intended to improve financial reporting about derivative instruments and hedging activities by requiring enhanced disclosures to enable investors to better understand their effects on an entity's financial position, financial performance, and cash flows. We will adopt the provisions of SFAS 161 effective January 1, 2009. The adoption of SFAS 161 will not have a material effect on our financial position or results of operations.

First Nine Months 2007 Significant Transactions and Events

Revised Claim Reassessment Reserve Estimate

As previously noted, during 2007 we completed the claim reassessment process required by the 2004 and 2005 regulatory settlement agreements. Prior to completion of the claim reassessment process, in the second quarter of 2007 we increased our provision for the estimated cost of the claim reassessment process \$53.0 million before tax and \$34.5 million after tax based on changes in our emerging experience for the number of decisions being overturned and the average cost per reassessed claim. The revised second quarter of 2007 estimate was based on the cost of approximately 99 percent of the potential inventory of claim reassessment information forms returned to us, with our claim reassessment on approximately 88 percent of the forms completed at that time. At the time of our second quarter of 2007 revision, we had not yet finalized our claim reassessment on the remaining forms but had performed a financial review and included that information in our analysis of emerging experience. Additional information regarding the second quarter revision to our estimate is as follows:

1. We increased our previous estimate for benefit costs for claims reopened for our Unum US group long-term disability product line \$76.5 million. The revision related to the increase during the second quarter of 2007 in the overturn rate and the average cost, as well as a slightly higher number of claims.
2. We decreased our previous estimate for benefit costs for claims reopened for our Individual Disability - Closed Block segment \$10.7 million. Although the experience relative to our assumptions for the overturn rate was slightly higher, experience indicated that the total number of claims for this segment would be less than our previous assumptions.
3. We decreased our previous estimate for the additional incremental direct claim reassessment operating expenses \$12.8 million due to our projections for an earlier completion of the reassessment process. We released \$10.3 million for Unum US group long-term disability and \$2.5 million for our Individual Disability - Closed Block segment.
4. These second quarter of 2007 adjustments to our claim reassessment costs decreased 2007 before-tax operating earnings for our Unum US group disability line of business \$66.2 million and increased 2007 before-tax operating earnings for our Individual Disability - Closed Block segment \$13.2 million.

Financing

The scheduled remarketing of the senior note element of the 2004 adjustable conversion-rate equity units (units) occurred in February 2007, as stipulated by the terms of the original offering, and we reset the interest rate on \$300.0 million of senior notes due May 15, 2009 to 5.859%. We purchased \$150.0 million of the senior notes in the remarketing which were subsequently retired. The associated write-off of deferred debt costs decreased first quarter of 2007 income by \$2.4 million before tax, or \$1.6 million after tax. In May 2007, we settled the purchase contract element of the 2004 units by issuing 17.7 million shares of common stock. We received proceeds of approximately \$300.0 million from the transaction.

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During the first nine months of 2007, we made principal payments of \$15.0 million on our senior secured non-recourse variable rate notes due 2036 which were issued by Tailwind Holdings. During the second quarter of 2007, we purchased \$34.5 million aggregate principal amount of our outstanding 6.85% notes due 2015. The costs associated with this debt reduction decreased our first nine months 2007 income approximately \$0.8 million before tax, or \$0.6 million after tax.

On October 31, 2007, Northwind Holdings issued \$800.0 million of floating rate, insured, senior, secured notes due 2037 in a private offering. The notes bear interest at a floating rate equal to the three month London Interbank Offered Rate (LIBOR) plus 0.78%. Recourse for the payment of principal, interest, and other amounts due on the notes will be dependent principally on the receipt of dividends from Northwind Reinsurance Company (Northwind Re), the sole subsidiary of Northwind Holdings. The ability of Northwind Re to pay dividends to Northwind Holdings will depend on its satisfaction of applicable regulatory requirements and on the performance of the business of Paul Revere Life, Provident, and Unum America (collectively, the ceding insurers) reinsured by Northwind Re. None of Unum Group, the ceding insurers, Northwind Re, or any other affiliate of Northwind Holdings is an obligor or guarantor on the notes.

Dispositions

During the first quarter of 2007, we completed the sale of our wholly-owned subsidiary, GENEX Services, Inc. (GENEX), a leading workers compensation and medical cost containment services provider. Our growth strategy is focused on the development of our primary markets, and GENEX's specialty role in case management and medical cost containment related to the workers' compensation market was no longer consistent with our overall strategic direction. We recognized an after-tax gain on the transaction of approximately \$6.2 million. See Note 3 of the Notes to Consolidated Financial Statements contained herein in Item 1 for additional information.

Accounting Pronouncements

Effective January 1, 2007, we adopted the provisions of Statement of Position 05-1 (SOP 05-1), *Accounting by Insurance Enterprises for Deferred Acquisition Costs in Connection With Modifications or Exchanges of Insurance Contracts*. SOP 05-1 provides guidance on accounting by insurance enterprises for deferred acquisition costs on internal replacements of insurance and investment contracts other than those specifically described in Statement of Financial Accounting Standards No. 97, *Accounting and Reporting by Insurance Enterprises for Certain Long-Duration Contracts and for Realized Gains and Losses from the Sale of Investments*. An internal replacement is defined as a modification in product benefits, features, or coverages that occurs by the exchange or replacement of an existing insurance policy for a new policy. The cumulative effect of applying the provisions of SOP 05-1 decreased our 2007 opening balance of retained earnings \$445.2 million.

Effective January 1, 2007, we adopted the provisions of Financial Accounting Standards Board (FASB) Interpretation No. 48 (FIN 48), *Accounting for Uncertainty in Income Taxes, an interpretation of FASB Statement No. 109 (SFAS 109)*. FIN 48 clarifies the accounting for uncertainty in income taxes recognized in an enterprise's financial statements in accordance with SFAS 109. Unlike SFAS 109, FIN 48 prescribes a recognition threshold and measurement attribute for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return. Additionally, FIN 48 provides guidance on derecognition, classification, interest and penalties, accounting in interim periods, disclosure, and transition. The cumulative effect of applying the provisions of FIN 48 increased our 2007 opening balance of retained earnings \$22.7 million.

Effective January 1, 2007, we adopted the provisions of Statement of Financial Accounting Standards No. 155 (SFAS 155), *Accounting for Certain Hybrid Financial Instruments, an amendment of FASB Statements No. 133 (SFAS 133) and 140*. SFAS 155: (a) permits fair value remeasurement for any hybrid financial instrument that contains an embedded derivative that otherwise would require bifurcation; (b) clarifies which interest-only strips and principal-only strips are not subject to the requirements of SFAS 133; (c) establishes a requirement to evaluate beneficial interests in securitized financial assets to identify interests that are freestanding derivatives or that are hybrid financial instruments that contain an embedded derivative requiring bifurcation; (d) clarifies that concentrations of credit risk in the form of subordination are not embedded derivatives; and, (e) eliminates restrictions on a qualifying special-purpose entity's ability to hold passive derivative financial instruments that

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pertain to beneficial interests that are or contain a derivative financial instrument. The adoption of SFAS 155 did not have a material effect on our financial position or results of operations.

Critical Accounting Estimates

We prepare our financial statements in accordance with GAAP. The preparation of financial statements in conformity with GAAP requires us to make estimates and assumptions that affect amounts reported in our financial statements and accompanying notes. Estimates and assumptions could change in the future as more information becomes known, which could impact the amounts reported and disclosed in our financial statements.

The accounting estimates deemed to be most critical to our results of operations and financial condition are those related to reserves for policy and contract benefits, deferred acquisition costs, valuation of fixed maturity investment securities, pension and postretirement benefit plans, and income taxes. There have been no significant changes in our critical accounting estimates during the first nine months of 2008.

For additional information concerning our accounting policies and critical accounting estimates, see Note 1 of the Notes to Consolidated Financial Statements in Part II, Item 8 and Critical Accounting Estimates in Part II, Item 7 of our annual report on Form 10-K for the year ended December 31, 2007.

Table of Contents**Consolidated Operating Results***(in millions of dollars)*

	Three Months Ended September 30			Nine Months Ended September 30		
	2008	% Change	2007	2008	% Change	2007
Revenue						
Premium Income	\$ 1,946.5	(2.0)%	\$ 1,986.5	\$ 5,865.6	(0.9)%	\$ 5,917.2
Net Investment Income	594.7	(1.4)	603.2	1,799.2	0.5	1,790.5
Net Realized Investment Loss	(165.8)	N.M.	(46.1)	(208.2)	N.M.	(39.4)
Other Income	67.3	1.1	66.6	202.0	(2.9)	208.1
Total	2,442.7	(6.4)	2,610.2	7,658.6	(2.8)	7,876.4
Benefits and Expenses						
Benefits and Change in Reserves for Future Benefits	1,646.3	(4.6)	1,726.3	4,977.9	(5.6)	5,272.5
Commissions	213.0	1.8	209.2	644.8	2.3	630.5
Interest and Debt Expense	37.2	(15.3)	43.9	121.5	(9.5)	134.3
Cost Related to Early Retirement of Debt				0.4	(87.5)	3.2
Deferral of Acquisition Costs	(145.4)	4.5	(139.2)	(444.6)	7.5	(413.6)
Amortization of Deferred Acquisition Costs	129.3	6.7	121.2	386.6	7.4	360.1
Compensation Expense	199.5	10.9	179.9	577.2	8.8	530.6
Other Expenses	203.0	6.9	189.9	623.3	6.2	587.0
Total	2,282.9	(2.1)	2,331.2	6,887.1	(3.1)	7,104.6
Income from Continuing Operations Before Income Tax	159.8	(42.7)	279.0	771.5		771.8
Income Tax	51.8	(43.7)	92.0	260.1	0.1	259.9
Income from Continuing Operations	108.0	(42.2)	187.0	511.4	(0.1)	511.9
Income from Discontinued Operations					(100.0)	6.9
Net Income	\$ 108.0	(42.2)	\$ 187.0	\$ 511.4	(1.4)	\$ 518.8

N.M. = not a meaningful percentage

In describing our results, we may at times note certain items and exclude the impact of these items on financial ratios and metrics to enhance the understanding and comparability of our Company's performance and the underlying fundamentals in our operations, but this exclusion is not an indication that similar items may not recur. The second quarter of 2007 revision to our estimate of benefit costs and associated operating expenses for claims reopened in our claim reassessment process affects the comparability of the financial results reported herein and, only where noted, are excluded from certain of our financial ratios and metrics.

Consolidated premium income for the third quarter and first nine months of 2008 includes premium growth, relative to the prior year periods, for Unum US supplemental and voluntary lines of business and Colonial Life. Unum UK, in local currency, reported premium growth for the first nine months of 2008, relative to the prior year, but had a decline for the third quarter of 2008 due to lower persistency and lower sales in prior periods. Unum US group disability and group life and accidental death and dismemberment lines of business experienced a decline in premium income during the third quarter and first nine months of 2008 compared to the same periods of 2007, as expected, due primarily to our continued pricing discipline for our Unum US group business and our strategy of developing a more balanced business mix. However, both premium and case persistency for these lines of business improved during 2008 relative to 2007, indicating that persistency for these product lines has begun to stabilize as expected. Premium income in the Individual Disability Closed Block segment decreased in 2008 relative to 2007, as expected in this closed block of business.

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Net investment income for the third quarter of 2008 was marginally below the prior year third quarter, and for the first nine months of 2008 net investment income was slightly higher than the prior year first nine months. Asset levels are higher in 2008 than in the prior year, but we have received fewer bond call premiums.

We reported a net realized investment loss of \$165.8 million in the third quarter of 2008 compared to \$46.1 million in the third quarter of 2007. For the first nine months, we reported a net realized loss of \$208.2 million in 2008 compared to \$39.4 million in 2007. Changes in the fair values of certain embedded derivatives are reported as realized investment gains and losses, as required under the provisions of Statement of Financial Accounting Standards No. 133 Implementation Issue B36 (DIG Issue B36), *Embedded Derivatives: Modified Coinsurance Arrangements and Debt Instruments That Incorporate Credit Risk Exposure That Are Unrelated or Only Partially Related to the Creditworthiness of the Obligor Under Those Instruments*. During the third quarter and first nine months of 2008, changes in the fair value of the embedded derivatives associated with modified coinsurance arrangements resulted in net realized losses of \$67.9 million and \$107.0 million, respectively, compared to net realized losses of \$27.7 million and \$21.4 million for the prior year periods. The third quarter losses in both years resulted primarily from a widening of credit spreads in the overall investment market. Also included in the third quarter and first nine months of 2008 are \$97.9 million and \$101.2 million, respectively, of net realized investment losses from sales and write-downs of investments. The 2008 losses relate primarily to fixed maturity securities in the financial institutions sector that we either sold or considered other than temporarily impaired during the third quarter of 2008. See **Investments** contained herein in Item 2 for further discussion.

The reported ratio of benefits and change in reserves for future benefits to premium income was 84.6 percent and 84.9 percent for the third quarter and first nine months of 2008 compared to 86.9 percent and 89.1 percent for the same periods of 2007, with improved risk results in each of our segments and in each of the major lines of business within the Unum US segment. Our reported benefits and change in reserves for future benefits for the first nine months of 2007 include \$65.8 million related to second quarter of 2007 revisions to our estimate of benefit costs for claims reopened in our claim reassessment process. Excluding this charge, the ratio of benefits and change in reserves for future benefits to premium income was 88.0 percent for the first nine months of 2007. See **Segment Results** as follows for discussions of line of business risk results and claims management performance in each of our segments.

Interest and debt expense is lower relative to the third quarter and first nine months of 2007 due to lower rates of interest on our outstanding debt relative to last year, primarily as a result of the replacement of older fixed rate debt with non-recourse floating rate debt.

The deferral and amortization of deferred acquisition costs was higher in the third quarter and first nine months of 2008 relative to the prior year comparable periods due primarily to continued growth in certain of our product lines. Amortization also increased due to an increase in the amortization related to Unum US internal replacement transactions that result in a policy that is substantially changed as well as slightly elevated persistency in certain policy issue years.

Our other expense ratio increased in the third quarter and first nine months of 2008 in comparison to the same periods of 2007 due primarily to our investment in brand and product promotion and an increase in product and service development costs in our core lines of business. Also included in the third quarter and first nine months of 2008 expense is a \$4.7 million litigation settlement, and 2008 year-to-date expenses also include the \$5.6 million settlement regarding broker compensation. We intend to aggressively manage our operating expenses while continuing to increase the effectiveness of our operating processes.

Table of Contents**Consolidated Sales Results***(in millions of dollars)*

	Three Months Ended September 30		Nine Months Ended September 30			
	2008	% Change	2007	2008	% Change	2007
Unum US						
Fully Insured Products	\$ 118.5	8.7%	\$ 109.0	\$ 446.6	10.5%	\$ 404.1
Administrative Services Only (ASO) Products	0.6	(60.0)	1.5	3.5	(23.9)	4.6
Total Unum US	119.1	7.8	110.5	450.1	10.1	408.7
Unum UK	22.9	3.2	22.2	72.5	2.4	70.8
Colonial Life	75.9	1.9	74.5	224.8	1.9	220.7
Individual Disability - Closed Block	0.8	14.3	0.7	1.7	(26.1)	2.3
Consolidated	\$ 218.7	5.2	\$ 207.9	\$ 749.1	6.6	\$ 702.5

Sales results shown in the preceding chart generally represent the annualized premium or annualized fee income on new sales which we expect to receive and report as premium income or fee income during the next 12 months following or beginning in the initial quarter in which the sale is reported, depending on the effective date of the new sale. Sales do not correspond to premium income or fee income reported as revenue in accordance with GAAP. This is because new annualized sales premiums reflect current sales performance and what we expect to recognize as premium or fee income over a 12 month period, while premium income and fee income reported in our financial statements are reported on an earned basis rather than an annualized basis and also include renewals and persistency of in force policies written in prior years as well as current new sales.

Premiums for fully insured products are reported as premium income. Fees for ASO products (those where the risk and responsibility for funding claim payments remain with the customer and we only provide services) are included in other income. Sales, persistency of the existing block of business, and the effectiveness of the renewal program are indicators of growth in our premium and fee income. Trends in new sales, as well as existing market share, also indicate our potential for growth in our respective markets and the level of market acceptance of price changes and new product offerings. Sales results may fluctuate significantly due to case size and timing of sales submissions.

See Segment Results as follows for additional discussion of sales by segment.

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Our reporting segments are comprised of the following: Unum US, Unum UK, Colonial Life, Individual Disability Closed Block, Other, and Corporate. In the following segment financial data and discussions of segment results, operating revenue excludes net realized investment gains and losses. Operating income or operating loss excludes net realized investment gains and losses and income tax. These are considered non-GAAP financial measures. A non-GAAP financial measure is a numerical measure of a company's performance, financial position, or cash flows that excludes or includes amounts that are not normally excluded or included in the most directly comparable measure calculated and presented in accordance with GAAP.

These non-GAAP financial measures of operating revenue and operating income or operating loss differ from revenue and income (loss) from continuing operations before income tax as presented in our consolidated operating results and in income statements prepared in accordance with GAAP due to the exclusion of before tax realized investment gains and losses. We measure segment performance for purposes of Statement of Financial Accounting Standards No. 131, *Disclosures about Segments of an Enterprise and Related Information*, excluding realized investment gains and losses because we believe that this performance measure is a better indicator of the ongoing businesses and the underlying trends in the businesses. Our investment focus is on investment income to support our insurance liabilities as opposed to the generation of realized investment gains and losses, and a long-term focus is necessary to maintain profitability over the life of the business. Realized investment gains and losses depend on market conditions and do not necessarily relate to decisions regarding the underlying business of our segments. However, income or loss excluding realized investment gains and losses does not replace net income or net loss as a measure of overall profitability. We may experience realized investment losses, which will affect future earnings levels since our underlying business is long-term in nature and we need to earn the assumed interest rates in our liabilities.

A reconciliation of total operating revenue by segment to total consolidated revenue and total operating income by segment to consolidated net income is as follows:

(in millions of dollars)

	Three Months Ended September 30		Nine Months Ended September 30	
	2008	2007	2008	2007
Operating Revenue by Segment	\$ 2,608.5	\$ 2,656.3	\$ 7,866.8	\$ 7,915.8
Net Realized Investment Loss	(165.8)	(46.1)	(208.2)	(39.4)
Revenue	\$ 2,442.7	\$ 2,610.2	\$ 7,658.6	\$ 7,876.4
Operating Income by Segment	\$ 325.6	\$ 325.1	\$ 979.7	\$ 811.2
Net Realized Investment Loss	(165.8)	(46.1)	(208.2)	(39.4)
Income Tax	51.8	92.0	260.1	259.9
Income from Discontinued Operations				6.9
Net Income	\$ 108.0	\$ 187.0	\$ 511.4	\$ 518.8

As previously noted, included in operating income by segment are before-tax charges of \$53.0 million in the first nine months of 2007 related to a revision to our regulatory claim reassessment reserve estimates. This charge lowered net income \$34.5 million in 2007.

Table of Contents**Unum US Segment**

The Unum US segment includes group long-term and short-term disability insurance, group life and accidental death and dismemberment products, and supplemental and voluntary lines of business. The supplemental and voluntary lines of business are comprised of recently issued disability insurance, group and individual long-term care insurance, and voluntary benefits products.

Unum US Operating Results

Shown below are financial results for the Unum US segment. In the sections following, financial results and key ratios are also presented for the major lines of business within the segment.

(in millions of dollars)

	Three Months Ended September 30			Nine Months Ended September 30		
	2008	% Change	2007	2008	% Change	2007
Operating Revenue						
Premium Income	\$ 1,239.1	(1.3)%	\$ 1,255.3	\$ 3,716.4	(1.3)%	\$ 3,765.9
Net Investment Income	287.5	1.6	283.1	856.7	1.2	846.9
Other Income	33.6	2.4	32.8	99.6	(2.4)	102.0
Total	1,560.2	(0.7)	1,571.2	4,672.7	(0.9)	4,714.8
Benefits and Expenses						
Benefits and Change in Reserves for Future Benefits	1,000.7	(4.0)	1,042.8	2,997.4	(7.1)	3,227.4
Commissions	128.6	3.5	124.3	391.1	3.6	377.4
Deferral of Acquisition Costs	(81.3)	6.7	(76.2)	(246.9)	9.2	(226.0)
Amortization of Deferred Acquisition Costs	79.5	12.4	70.7	239.0	14.7	208.3
Other Expenses	256.8	4.7	245.3	777.3	6.7	728.7
Total	1,384.3	(1.6)	1,406.9	4,157.9	(3.7)	4,315.8
Operating Income Before Income Tax and Net Realized						
Investment Gains and Losses	\$ 175.9	7.1	\$ 164.3	\$ 514.8	29.0	\$ 399.0

As previously discussed, included in operating income for Unum US is a before-tax charge of \$66.2 million in the first nine months of 2007 related to a revision to our regulatory claim reassessment reserve estimates.

Table of Contents*Unum US Sales**(in millions of dollars)*

	Three Months Ended September 30		Nine Months Ended September 30			
	2008	% Change	2007	2008	% Change	2007
Fully Insured Products						
Group Long-term Disability	\$ 31.4	31.4%	\$ 23.9	\$ 112.9	10.3%	\$ 102.4
Group Short-term Disability	10.7	25.9	8.5	40.5	1.5	39.9
Group Life	17.1	(1.2)	17.3	82.8	13.9	72.7
Accidental Death & Dismemberment	1.7	(29.2)	2.4	8.0	5.3	7.6
Individual Disability - Recently Issued	15.1	(0.7)	15.2	44.4	0.5	44.2
Group Long-term Care	5.5	(32.9)	8.2	22.2	3.7	21.4
Individual Long-term Care	1.6	(27.3)	2.2	6.5	(1.5)	6.6
Voluntary Benefits	35.4	13.1	31.3	129.3	18.3	109.3
Total Fully Insured Products	118.5	8.7	109.0	446.6	10.5	404.1
Administrative Services Only (ASO) Products	0.6	(60.0)	1.5	3.5	(23.9)	4.6
Total Sales	\$ 119.1	7.8	\$ 110.5	\$ 450.1	10.1	\$ 408.7

Sales for Unum US increased 7.8 percent in the third quarter of 2008 relative to the prior year third quarter and increased 10.1 percent for the first nine months of 2008 relative to the first nine months of 2007, driven primarily by increases in sales in the group core market segment and voluntary benefits.

Sales for our group core market segment increased 27.9 percent and 19.0 percent over the prior year third quarter and first nine months, respectively. We had a sales mix of approximately 74 percent core market and 26 percent large case market in the third quarter of 2008 and a sales mix of approximately 64 percent core market and 36 percent large case market in the first nine months of 2008, in line with our targeted 60 percent core/40 percent large case market distribution mix.

Sales for our individual disability line of business decreased slightly in the third quarter of 2008 compared to the third quarter of 2007 but increased slightly over the first nine months of 2007. Sales of the multi-life product increased approximately 4.5 percent in the third quarter of 2008 compared to last year's third quarter and increased 4.3 percent for the first nine months relative to the first nine months of last year. Long-term care sales decreased from the prior year third quarter, driven by a decrease in sales in both group and individual long-term care. Long-term care sales increased slightly over the prior year first nine months, driven by an increase in group long-term care sales. In order to focus more completely on the group long-term care market, we have decided to discontinue selling individual long-term care insurance on an active basis effective in 2009. Our voluntary benefits sales increased in the third quarter and the first nine months of 2008 relative to the same prior year periods due to an increase in sales in the core market segment.

We anticipate that sales for our group core market segment, group long-term care, and our voluntary products will continue to increase during the remainder of 2008, aided in part by the introduction of *Simply Unum* in additional sales offices during the second and third quarters of 2008.

Table of Contents**Unum US Group Disability Operating Results**

Shown below are financial results and key performance indicators for Unum US group disability.

(in millions of dollars, except ratios)

	Three Months Ended September 30			Nine Months Ended September 30		
	2008	% Change	2007	2008	% Change	2007
Operating Revenue						
Premium Income						
Group Long-term Disability	\$ 456.9	(2.8)%	\$ 470.3	\$ 1,379.3	(3.0)%	\$ 1,422.4
Group Short-term Disability	105.5	(14.2)	123.0	325.1	(12.2)	370.3
Total Premium Income	562.4	(5.2)	593.3	1,704.4	(4.9)	1,792.7
Net Investment Income	155.0	(3.3)	160.3	467.4	(2.8)	481.1
Other Income	25.7	5.3	24.4	75.4	2.3	73.7
Total	743.1	(4.5)	778.0	2,247.2	(4.3)	2,347.5
Benefits and Expenses						
Benefits and Change in Reserves for Future Benefits	502.5	(8.0)	546.4	1,539.0	(11.5)	1,738.7
Commissions	41.7	3.0	40.5	126.1	(1.0)	127.4
Deferral of Acquisition Costs	(14.7)		(14.7)	(44.1)	(2.4)	(45.2)
Amortization of Deferred Acquisition Costs	19.1	16.5	16.4	57.6	16.1	49.6
Other Expenses	141.0	1.4	139.0	430.8	4.2	413.3
Total	689.6	(5.2)	727.6	2,109.4	(7.6)	2,283.8
Operating Income Before Income Tax and Net Realized Investment Gains and Losses	\$ 53.5	6.2	\$ 50.4	\$ 137.8	116.3	\$ 63.7

Operating Ratios (% of Premium Income):

Benefit Ratio (1)	89.3%	92.1%	90.3%	97.0%
Other Expense Ratio (2)	25.1%	23.4%	25.3%	23.1%
Before-tax Operating Income Ratio (3)	9.5%	8.5%	8.1%	3.6%

Premium Persistency:

Group Long-term Disability	87.9%	84.9%
Group Short-term Disability	82.1%	75.5%

Case Persistency:

Group Long-term Disability	89.3%	88.1%
Group Short-term Disability	88.1%	87.1%

(1) Included in this ratio is the second quarter of 2007 \$76.5 million increase in our claim reassessment reserve estimate. Excluding this revision, the benefit ratio for the nine months ended September 30, 2007 would have been 92.7%.

(2) Included in this ratio is the second quarter of 2007 \$10.3 million decrease in our claim reassessment incremental direct operating expense estimate. Excluding this revision, the other expense ratio for the nine months ended September 30, 2007 would have been 23.6%.

(3) Included in this ratio is the second quarter of 2007 \$66.2 million net increase in our claim reassessment cost estimate. Excluding this revision, the before-tax operating income ratio for the nine months ended September 30, 2007 would have been 7.2%.

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Premium income for group disability decreased in the third quarter and first nine months of 2008 relative to the prior year, as expected, due primarily to our pricing, renewal, and risk selection strategy as well as the termination of one large case group in September 2007. However, premium persistency and case persistency both improved over the prior year in both the core and large case markets, indicating that persistency for these lines is beginning to stabilize as expected. Net investment income declined in the third quarter and first nine months of 2008 in comparison to the prior year due primarily to the investment of new cash at lower rates than that of the portfolio yield for assets supporting these lines of business and also due to a decrease in bond call premiums. These declines in net investment income were partially offset by an increase in the level of assets supporting these lines of business. Other income includes ASO fees of \$16.8 million and \$49.4 million for the third quarter and first nine months of 2008, respectively, and \$16.7 million and \$48.4 million for the third quarter and first nine months of 2007.

The benefit ratio for the third quarter and first nine months of 2008 was lower than the benefit ratio for the same prior year periods, excluding the revision to our estimate for the claim reassessment costs, due primarily to a higher rate of claim recoveries in group long-term disability and lower paid claims in short-term disability. Claim incidence rates for both group long-term and short-term disability are slightly lower than the prior year, with no unusual trends noted by sector or by case size. An increase in incidence rates for group short-term disability generally precedes an increase in long-term disability submitted incidence.

The deferral of acquisition costs was generally consistent with the comparable periods of 2008. Amortization was higher in the third quarter and first nine months of 2008 relative to the prior year due to an increase in amortization related to internal replacement transactions that result in a policy that is substantially changed. These transactions are accounted for as an extinguishment of the original policy and the issuance of a new policy.

The other expense ratio increased in the third quarter and first nine months of 2008 compared to the prior year comparable periods due primarily to the decline in premium income. Also contributing to the increase in the other expense ratio was the expense related to the broker compensation settlement previously discussed, of which \$4.4 million was included in the first nine months of 2008 expenses for group disability. The decline in acquisition related expenses, as noted above, was mostly offset by an increase in policy maintenance expenses and product and service development costs.

As discussed under Cautionary Statement Regarding Forward-Looking Statements, certain risks and uncertainties are inherent in group disability business. Components of claims experience, including, but not limited to, incidence and recovery rates, may be worse than we expect. Both economic and societal factors can affect claim incidence. Claim incidence and claim recovery rates may be influenced by, among other factors, the rate of unemployment and consumer confidence. The relationship between these and other factors and overall incidence is very complex and will vary due to contract design features and the degree of expertise within the insuring organization to price, underwrite, and adjudicate the claims. Adjustments to reserve amounts may be required if there are changes in assumptions regarding the incidence of claims or the rate of recovery, as well as persistency, mortality, and interest rates used in calculating the reserve amounts. Within the group disability market, pricing and renewal actions can be taken to react to higher claim rates. However, these actions take time to implement, and there is a risk that the market will not sustain increased prices. In addition, changes in economic and external conditions may not manifest themselves in claims experience for an extended period of time.

Table of Contents**Unum US Group Life and Accidental Death and Dismemberment Operating Results**

Shown below are financial results and key performance indicators for Unum US group life and accidental death and dismemberment.

(in millions of dollars, except ratios)

	Three Months Ended September 30			Nine Months Ended September 30		
	2008	% Change	2007	2008	% Change	2007
Operating Revenue						
Premium Income						
Group Life	\$ 267.2	(3.3)%	\$ 276.4	\$ 796.6	(4.5)%	\$ 834.3
Accidental Death & Dismemberment	33.1	(0.3)	33.2	96.7	(1.0)	97.7
Total Premium Income	300.3	(3.0)	309.6	893.3	(4.2)	932.0
Net Investment Income	30.9	(6.1)	32.9	94.1	(8.1)	102.4
Other Income	0.5	(28.6)	0.7	1.7	(10.5)	1.9