

Unum Group  
Form 8-K  
September 17, 2007

---

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**  
**Washington, D.C. 20549**

---

**FORM 8-K**

**CURRENT REPORT**

**Pursuant to Section 13 OR 15(d) of The Securities Exchange Act of 1934**

Date of Report (Date of earliest event reported): September 11, 2007

---

**Unum Group**

(Exact name of registrant as specified in its charter)

**Delaware**  
(State or other jurisdiction of  
incorporation)

**001-11294**  
(Commission File  
Number)  
**1 Fountain Square**

**62-1598430**  
(IRS Employer  
Identification No.)

**Chattanooga, Tennessee 37402**

(Address of principal executive offices)(Zip Code)

**(423) 294-1011**

(Registrant's telephone number, including area code)

**Not Applicable**

(Former name or former address, if changed since last report.)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

## Edgar Filing: Unum Group - Form 8-K

- .. Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
  - .. Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
  - .. Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
  - .. Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))
-

**Item 8.01 Other Events.**

On September 11, 2007, the Board of Directors of Unum Group ( Unum or the Company ) approved an equity performance incentive grant (the 2007 Equity Performance Grant or the Grant ) for certain executives. Awards will be issued under the Company s Stock Incentive Plan of 2007 which was approved by Unum s shareholders in May 2007.

The Board s objective in adopting the 2007 Equity Performance Grant is to more closely align the long-term interests of Unum s executive team with those of Unum s shareholders through the creation of an incentive program whose value is directly linked to the Company s future stock price. The Grant is available to a group of approximately 50 current executives of the Company who the Board deems to have played a significant role in the Company s accomplishments to date. The Board believes that continuity of this leadership team which the grant is designed to promote is critical to the Company s future success and will benefit all of the Company s stakeholders including customers, employees and shareholders.

Under the program, the participants as a group would be eligible to receive up to a total of 1.26 million Restricted Stock Units ( Units ), which will be paid in shares of the Company s common stock. Certain operating performance targets for financial results, risk-based capital, financial ratings, and regulatory compliance, must first be achieved before any payout can occur. In addition, the shares will vest according to a schedule of share price appreciation. As the share price increases, so too, will the vesting. Full vesting of the Grant will occur when the Company s share price meets or exceeds \$50, or approximately double the Company s current stock price. If fully vested, shareholder value would have increased by approximately \$9 billion to a total market value of \$17.7 billion and the total value to participants would be \$63 million.

A more detailed description of the Company s executive compensation plans will be available in the Company s 2008 proxy statement.

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

**Unum Group**

(Registrant)

Date: September 17, 2007

By: /s/ Susan N. Roth  
Name: Susan N. Roth  
Title: Vice President, Transactions, SEC

and Corporate Secretary