



Supplemental Individual Disability Insurance FAQ

Who is part of the enrollment?

- **Newly eligible** full-time faculty and staff earning \$150,000 or more of base salary and incentive compensation
- **SPECIAL FOR 2024:** Unum allows anyone who previously declined coverage to elect the plan during this enrollment period.

What are the qualification criteria?

- Employees must have been actively at work for last 90 days without restriction placed on their ability to work due to sickness or injury
- Must meet the financial requirement and hours worked requirement (30 hours or more a week)

What does the offer include?

- Employees have two benefit options: "Basic and Upgraded"
- Upgraded benefit: 75% of monthly insurable income less UM Group LTD up to a maximum of \$12,500 in additional monthly tax-free benefit
- Basic benefit: 50% of the "Upgraded" benefit

How can employees enroll?

- During the special enrollment period, employees will receive email communications from the University and Unum with instructions on how to apply.
- The two options to apply for coverage are through Unum's enrollment site or by phone.

Are there other standard features?

- Catastrophic Benefit: An additional benefit for more severe disabilities such as loss of use of 2 or more limbs, loss of speech, hearing, eyesight, or cognitive impairment.
- Guaranteed Coverage Increase (GCI): Allows policy-holders to increase coverage annually without medical underwriting when they have an increase in compensation to keep income protection at a consistent level.

What is a Cost of Living Adjustment (COLA)?

- Additional benefit chosen by the applicant that increases benefit by a fixed amount annually once benefits are being paid. There is an additional premium for this option.

Why would someone consider purchasing the IDI benefit?

- Benefits are tax-free under current tax laws
- 25% premium discount from retail rates
- Portability— Employees can keep the coverage even if they leave the University
- Non-cancellable – As long as premiums are paid on time, policy cannot be cancelled by Unum and premiums are guaranteed until age 65.
- Premiums are based on age at time of application and monthly benefit amount
- Typically IDI is only offered at initial eligibility

Is there an Automatic Coverage Increase for existing policyholders?

(employees who elected coverage in previous years)

- Increase will be processed automatically based on updated salary information we provided in the census file.
- If they do not wish to purchase the additional coverage existing policyholders must sign and return the declination form sent to them in their increase packet (mailed to their home).
- If they decline the increase, they will not be able to apply for future increases on a Guaranteed Standard Issue basis.

How are premiums paid?

- Premiums will be paid through payroll deduction for monthly and biweekly paid employees (first deduction will be in June for July coverage)
- Faculty paid over nine months (FNN benefit program) will be billed directly by Unum.