

Long-term Disability

Underwriter: Standard Insurance Company

The University of Mississippi offers long-term disability coverage through enrollment with Standard Insurance Company. Long-term disability insurance is designed to help protect you against a loss of income in the event you become disabled and are unable to work for an extended period of time. Long term disability insurance can help safeguard your family's lifestyle and provide some peace of mind. Standard Insurance Company offers two (2) plans from which to choose: a 90-day plan and a 180-day plan. The plan type designates the period of time the participant must wait, from date of injury, before receiving a disability benefit. Issuance is based on underwriting approval.

Coverage Options & Premiums

Benefit – Monthly benefit equals 60% of the first \$8,333 of your regular earnings from the University or pre-disability earnings not to include bonuses, overtime pay, commissions, shift differential pay, your employer's contributions on your behalf to any deferred compensation arrangement or pension plan, or any other compensation.

Pre-existing Condition – A mental or physical condition for which you have done any of the following at any time during the 180 days just before your insurance becomes effective: consulted a physician; received medical treatment or services; or taken prescribed drugs or medications.

A more detailed description of benefits is available at <http://hr.wp2.olemiss.edu/wp-content/uploads/sites/93/2016/05/Long-termDisability.pdf>

Premium Calculation:

Rates for Age	Plan I: 90-day waiting period	Plan II: 180-day waiting period
Under 30	.00230	.00115
30-34	.00387	.00199
35-39	.00460	.00230
40-44	.00606	.00314
45-49	.00888	.00481
50-54	.01233	.00690
55-59	.01724	.00982
60-64	.02017	.01061
Over 64	.02393	.01397

Premium:

- **monthly income up to \$8,333 x Rate Factor = Cost per month**
- **9-Month contract rate up to \$8,333/12) x Rate Factor = Cost per month**

Underwriting: Instructions for completing Evidence of Insurability will be sent to your University email account. The underwriting questionnaire must be completed within 30 days following date of notification. Failure to complete the action within the allotted time will result in closure of your application.

All coverage changes become effective January 1, 2019. Upon completing Open Enrollment, save changes and print the Benefits Summary. Review the Benefits Summary for accuracy. If information is correct, print the form and submit to Human Resources. The signed form must be received in the University's Human Resources Office (108 Howry Hall) no later than November 6, 2018.

Coverage enforce on 12/31/2018 will continue at the same level for plan year 2019 in the absence of an open enrollment election/change.

IMPORTANT: PLEASE READ AS ACTION MAY BE REQUIRED.

- In order to be in compliance with Form 1095-C and Affordable Care Act requirements, please verify that all names, social security numbers and dates of birth are correct for any family members who are currently enrolled or will be enrolled on an insurance plan. This information can be accessed under the 'Employee' tab and then by clicking the MyHRtools drop down box and selecting Open Enrollment Step 1: Update Beneficiaries / Dependents. If any information is incorrect, please update.
- When enrolling eligible dependents on an insurance plan, a copy of the dependent's Social Security Card **MUST** be provided to the Human Resources office. Furthermore, all listed names on insurance applications must be listed as a legal name, nicknames are not permitted.
- In order to ensure the accuracy of W-2 processing for 2018, please verify all contact information (address, phone number etc.) within myOleMiss. This can be accessed under the 'Employee' tab and then by clicking the MyHRtools drop down box and selecting Address & Communication Preferences. If any information is incorrect, please update accordingly. Please note that updating your contact information within myOleMiss will only update your address with the University, and does not update your contact information with insurance vendors. Please also complete a **Benefits Information Change** form to update your information with each respective vendor and submit the form to 108 Howry Hall. When changing your contact information within myOleMiss, a link to this form will populate on the right side of the screen. You may also access the form via the following link.
<http://hr.wp2.olemiss.edu/wp-content/uploads/sites/93/2016/05/InfoChangeForm.pdf>