

UNUM Life Insurance

Enrollment in UNUM provides an opportunity for life insurance coverage for University employees, their spouse, and their children. Faculty and staff may elect coverage from 1X – 6X salary. Four levels of spousal coverage are available, as well as, coverage for dependent children. This is an age rated plan with 100% of the premium payable by the employee. Types of coverage are defined below. Issuance of all policies is based on underwriting approval.

Coverage Options

Types of Coverage:

Employee:	1X – 6X salary	Maximum benefit is \$600,000
Spouse:	\$25,000 \$50,000 \$75,000 \$100,000	*Spouse coverage cannot exceed 50% of the employee coverage amount, rounded down to the nearest \$25,000
Dependent Children:	\$5,000 \$10,000	*Newborn to 6 months *6 months to age 19 or 25 (if a full time student)

*The employee must purchase coverage for himself/herself in order to apply for coverage for a spouse or dependent child(ren).

Underwriting: UNUM will send the Evidence of Insurability to your University email account. This form must be completed and returned to UNUM within 30 days for underwriting. Failure to return the Evidence of Insurability will result in closure of your application.

Features:

- Flexibility of coverage options
- Accidental death & dismemberment benefits at no additional cost
- Portability coverage (subject to underwriting) or conversion (not subject to underwriting) to an Individual policy available upon separation of employment
- Coverage reduces to 65% of original amount at age 70, 50% at age 75

Premiums

Premium Calculation:

Rates: Age is determined as of last birthday	
Employee Age Bracket	Monthly Rate per \$1,000
Up to age 24	\$.100
25-29	.100
30-34	.123
35-39	.134
40-44	.192
45-49	.297
50-54	.448
55-59	.621
60-64	.970
65-69	1.870
70-74	3.040
75+	5.800

*Spouse coverage is calculated using the same rate factor as the employee.

	Monthly Rate
Child Coverage	\$2.08

*The monthly premium for child coverage is \$2.08 regardless of the number of dependent children.

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>