



# Financial Wellness

LUNCH & LEARN SERIES

IU HUMAN RESOURCES

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INTRODUCTION TO

# IU Life, Accident, & Disability Insurance Plans

**Eric Stoner**, Sr. Group Insurance Specialist, IU Human Resources



# Today We'll Talk About

- Voluntary Supplemental Life and Accident Coverage
- Voluntary Long-Term Disability (LTD) Coverage
- Voluntary Critical Illness
- Enrollment & Eligibility
- Policy Portability & Conversion
- Lessons Learned



# Before We Get Started...

## Today we'll be talking specifically about the following IU-sponsored insurance plans:

- Supplemental Life insurance for **full-time faculty & staff**
- Long-Term Disability coverage for **full-time faculty & staff**
- Supplemental AD&D coverage for **full-time faculty & staff, and medical and optometry residents**
- Critical Illness coverage for **full-time faculty & staff, and medical and optometry residents**

**If you aren't a member of these groups...** you can visit the IU Benefits website at [hr.iu.edu/benefits](http://hr.iu.edu/benefits) to learn about the plans available to you.



**SECTION I**

**VOLUNTARY LIFE & ACCIDENT  
INSURANCE PLANS**



# Supplemental Life Insurance

## Supplemental Employee Life

- **Coverage Options:** 1 – 4 times salary up to Guaranteed Issue or Maximum Coverage amount
- Employee pays full premium through **after-tax** payroll deductions:
  - Premium calculated by age and amount of coverage



# Supplemental Life Insurance

## Supplemental Dependent Life

- Employee **must** be enrolled in Supplemental Employee Life
- **Spouse Life:** \$10K, \$20K, \$30K, or \$45K
- **Child Life:** \$10K for each eligible child
- Employee pays full premium through **after-tax** payroll deductions
  - Premiums are flat figures based on coverage selected (\$2 - \$9 per month)



# Supplemental AD&D Insurance



## Accidental Death & Dismemberment (AD&D)

- Claims administered by The Standard
- **Coverage Options:**
  - Employee Only or Employee & Family (spouse and children through age 25)
  - Eleven coverage levels from \$30,000 to \$500,000
- Employee pays full premium through **pre-tax** payroll deductions:
  - Premium calculated by coverage level







**SECTION II**

**VOLUNTARY LONG-TERM  
DISABILITY (LTD) INSURANCE**

# Long-Term Disability (LTD)

## Terminology

**Benefit Waiting Period** = The amount of time an employee must wait after becoming disabled before payment would be considered

- Example: You became disabled on January 1, 2022. If you elected the 180-day waiting period, you must wait 180 days (or until July 1, 2022) before any benefits would be payable.

## **Annuity Contribution Benefit (optional)**

- Additional benefit to help save for retirement while on LTD
- Benefit becomes payable on accepted LTD claims after 24 months
- Monthly benefit is 10% of your pre-disability earnings, not to exceed \$5,000



# Long-Term Disability (LTD)

## Benefits & Premiums

- Benefit = **60% of your pre-disability earnings** (up to a max payment of \$10,000 monthly)
- Payments are **issued monthly** after the benefit waiting period has been satisfied
- Employee pays full premium through **after-tax** payroll deductions
  - This allows monthly disability payments to be tax free
  - Premiums based on age and salary level





# Long-Term Disability (LTD)

## Benefits Continued

- Employees may be eligible for LTD benefits if working reduced hours resulting in reduced income
- LTD benefits can continue until the employee is **no longer disabled** or until the employee reaches the **maximum benefit period**
  - Maximum benefit period determined by age and when disability begins
- LTD plan also includes mental health disability benefits, subject to a 24-month maximum

Age	Maximum Benefit Period
Less than 60	To age 65
60 – 65	5 years
66	4 years
67	3 ½ years
68	3 years
69	2 ½ years
70	2 years
71	1 ¾ years
72	1 ½ years
73	1 ¼ years
74 or older	1 year

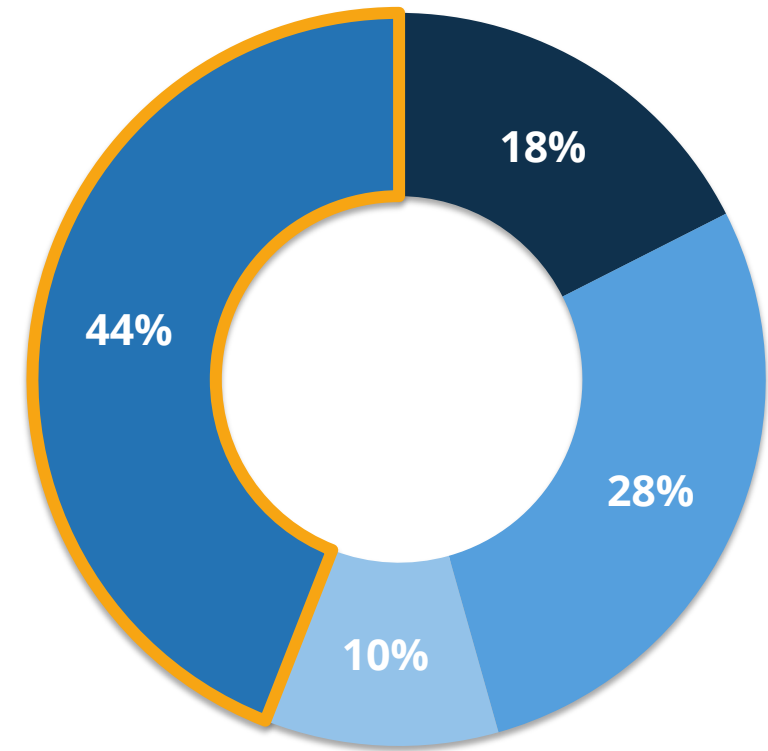
# Long-Term Disability (LTD) Plan Options

**Plan A** – 180 day waiting period

**Plan B** – 90 day waiting period

**Plan C** – 180 day waiting period with annuity contribution benefit

**Plan D** – 90 day waiting period with annuity contribution benefit



■ A - 180 ■ B - 90 ■ C - 180 ACB ■ D - 90 ACB

A photograph of a doctor and a patient in a medical setting. The doctor, a Black woman with a stethoscope, is looking at the patient, an older woman with short grey hair. They are in a room with anatomical charts on the wall.

**SECTION III**

# **NEW IN 2024: CRITICAL ILLNESS INSURANCE**



# Critical Illness Insurance

## What is critical illness insurance?



Cash benefit for a serious illness:

- **Pays you directly**, so you can choose how to spend the money
- **Pays you for what happens**, regardless of your other coverage
- Payable if initially diagnosed while covered

### **Use Benefit for** (not all inclusive):

- Deductibles/coinsurance from health insurance claims
- Groceries
- Rent / Mortgage
- Personal Care items
- Alternative or Recovery care
- Lost wages



# Critical Illness Insurance



## Coverage & Premiums

- Claims administered by The Standard
- Coverage Options:
  - **Employee only:** \$10K - \$50K
  - **Spouse:** \$5K - \$25K (no more than 50% of employee)
    - *IU spouses are not eligible (can elect for themselves as employees only)*
  - **Child(ren):** automatically covered at 50% of employee's coverage amount
- Employee pays full premium through **after-tax** payroll deductions:
  - Premiums based on employee's age and amount elected



# What is a Critical Illness?

You must be diagnosed with one of these conditions.

- Heart Attack
- Severe Coronary Artery Disease with Recommendation of Bypass Surgery
- Stroke
- Cancer
- Carcinoma in Situ
- End-Stage Renal Failure
- Major Organ Failure
- Coma
- Paralysis
- Benign Brain Tumor
- Occupational Hepatitis
- Occupational HIV
- Amyotrophic Lateral Sclerosis (ALS)
- Advanced Alzheimer's Disease
- Advanced Multiple Sclerosis
- Advanced Parkinson's Disease
- Bone Marrow Transplant
- Loss of Sight
- Loss of Hearing
- Loss of Speech
- 22 Childhood Diseases





# Benefit Payout Amounts

Covered Condition	Coverage Percentage
Cancer	100%
Non-Invasive Cancer	25%
End-Stage Renal (Kidney) Failure	100%
Major Organ Failure	100%
Heart Attack (Myocardial Infarction)	100%
Severe Coronary Artery Disease with Recommendation of Bypass Surgery	25%
Stroke	100%
Coma	100%
Paralysis	100%
Loss of Sight	100%
Occupational Hepatitis	100%
Occupational HIV	100%
Advanced Alzheimer's Disease	100%

Covered Condition	Coverage Percentage
Amyotrophic Lateral Sclerosis (ALS)	100%
Benign Brain Tumor	100%
Bone Marrow Transplant	100%
Loss of Hearing	100%
Loss of Speech	100%
Advanced Multiple Sclerosis	100%
Advanced Parkinson's Disease	100%

You must be diagnosed with one of these specific conditions to be considered eligible for benefit payout.

# \$100 Wellness Incentive

Available each plan year for you and your covered spouse and children:

- Get **one of 22 eligible health screenings** at provider of your choice
- No waiting period
- Simple one step claim process – log in to [standard.com](https://standard.com) or submit paper form to The Standard
- You will receive a check directly from The Standard

## Covered Screenings:

(not all inclusive)

- Complete Blood Count (CBC)
- Comprehensive Metabolic Panel (CMP)
- COVID-19 testing
- Electrocardiogram (EKG)
- Hemoglobin A1C
- Lipid panel
- Mammogram or pap smear
- Mental health assessment
- Prostate specific (PSA) test
- Colonoscopy





## SECTION IV

# ELIGIBILITY & ENROLLMENT



# Employee Supplemental Life

## Enroll within 30 days of hire into eligible position

- Employee Supplemental Life must be enrolled in for Supplemental Dependent Life
- **Evidence of Insurability required** for:
  - Enrollment/changes after initial 30-day period
  - Enrollment in the Maximum Coverage option at any time
- Name/change beneficiaries or lower coverage level at any time by submitting an [Optional Benefit Change](#) request through the Employee Center at One.IU

*Evidence of Insurability = “proof of good health”, medical statement must be provided to The Standard for review before enrollment is permitted.*



# Dependent Supplemental Life

## Enroll at any time

- Employees enrolled in Employee Supplemental Life eligible for Spouse and/or Child Supplemental Life
- **Enroll, change, or terminate coverage** at any time by submitting an [Optional Benefit Change](#) request through the Employee Center at One.IU



# Long-Term Disability (LTD)

## Enroll within 30 days of hire into eligible position

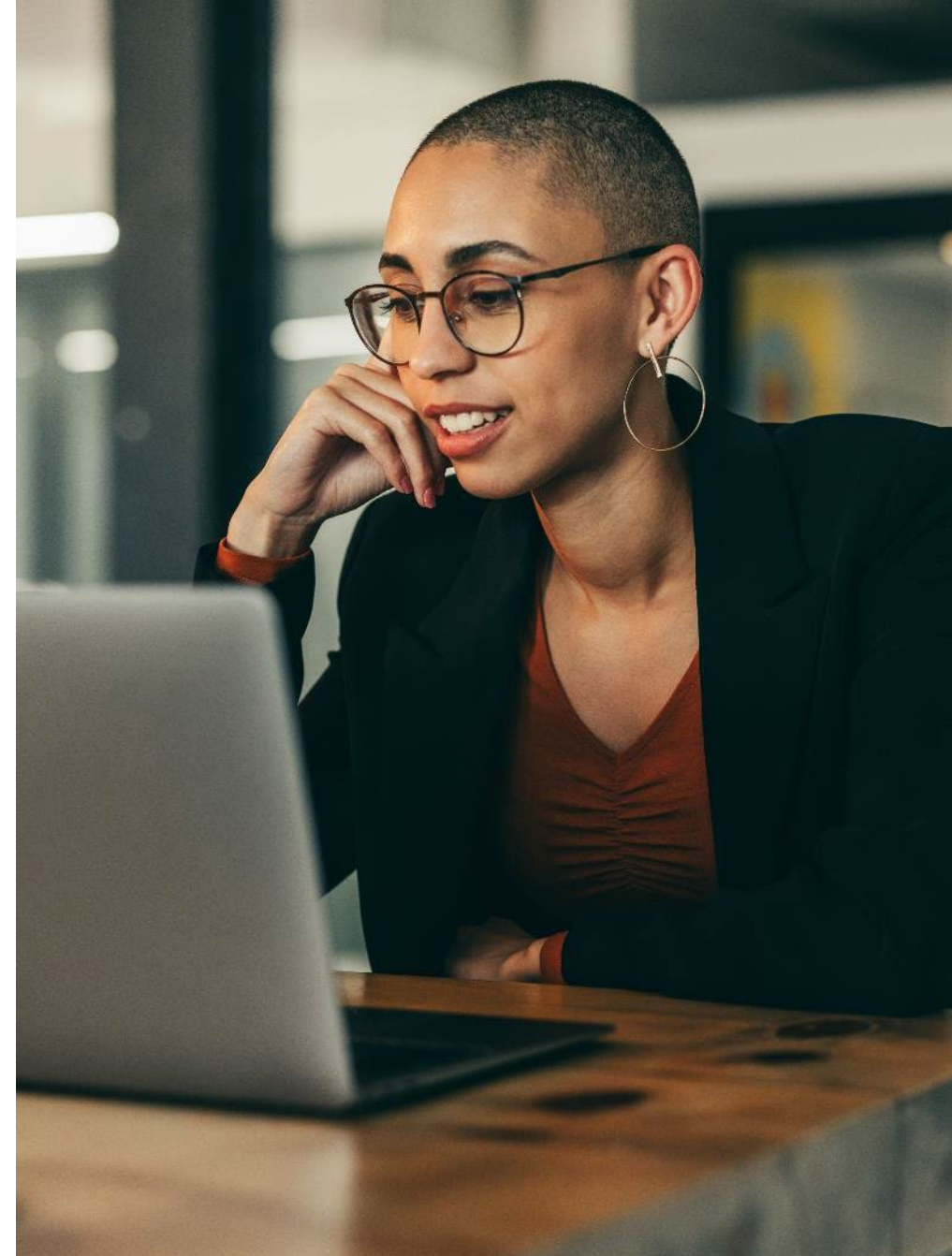
- **Evidence of Insurability required** for:
  - Enrollment/changes after initial 30-day period
  - Electing a new coverage option with shorter benefit waiting period
  - Electing a new coverage option that adds the Annuity Contribution Benefit
- **Enroll or change coverage** after initial 30-day enrollment period using [Enrollment/Change Form](#)
- **Waive coverage** at any time by submitting an [Optional Benefit Change](#) request through the Employee Center at One.IU



# Supplemental AD&D Insurance

## Enroll within 30 days of hire into eligible position

- After initial 30-day enrollment period, you can only enroll in/change coverage:
  - During Open Enrollment each fall
  - Within 30 days of an IRS-qualifying life event (e.g., marriage, birth, etc.)
- **Name/change beneficiaries** any time by submitting an [Optional Benefit Change](#) request through the Employee Center at One.IU





# Critical Illness

## Enroll within 30 days of hire into eligible position

- After initial 30-day enrollment period, you can only enroll in/change coverage:
  - During Open Enrollment each fall
  - Within 30 days of an IRS-qualifying life event (e.g., marriage, birth, etc.)



# Benefit Changes & Naming Beneficiaries

- 1 Select **Employee Center** task in [one.iu.edu](https://one.iu.edu)
- 2 Select the *Benefit Details* tile
- 3 Select the *Optional Benefit Change* tile





A photograph of a middle-aged couple sitting on a rocky cliff overlooking the ocean at sunset. The woman is wearing glasses and a light-colored jacket, and the man is wearing a striped poncho. The scene is bathed in the warm, golden light of the setting sun.

**SECTION V**

**POLICY PORTABILITY & CONVERSION**

# Options Upon Separation from IU

- **Supplemental Life & Long-Term Disability:** Options to convert or port to individual policies without proof of good health.
  - Cannot convert LTD to an individual policy if separating due to retirement
  - **Port** current coverage to an individual **term life policy** up to \$300,000 maximum.
  - **Convert** current coverage to an individual **whole life policy**.
- **Supplemental AD&D:** Convert to an individual policy if under age 70.
  - Covered dependents also have option to convert to individual policy when they cease to be eligible for any reason except age.
- **Critical Illness:** Convert to an individual policy if under age 80 at the same rates.

Must have been enrolled in desired coverage level for **last consecutive 12 months**.

All conversion/portability applications and any applicable premiums must be submitted directly to The Standard **within 31 days of separation**.





A young woman with short brown hair, wearing round sunglasses and a red sweater, is smiling and leaning against a wall with blue and yellow geometric patterns. The background is a soft-focus indoor setting.

**SECTION VI**

**LESSONS LEARNED**

# Lessons Learned

- Review your **current insurance needs** and ensure your current elections are in line
- Review/update your **beneficiary information** in the Employee Center regularly
- Upon terminating employment or retiring, you may be eligible to convert coverages to individual policies
- You may want to consult with a personal insurance agent or financial advisor to **ensure you are adequately insured**
- You may desire to purchase coverages outside of the university



# Contact IU

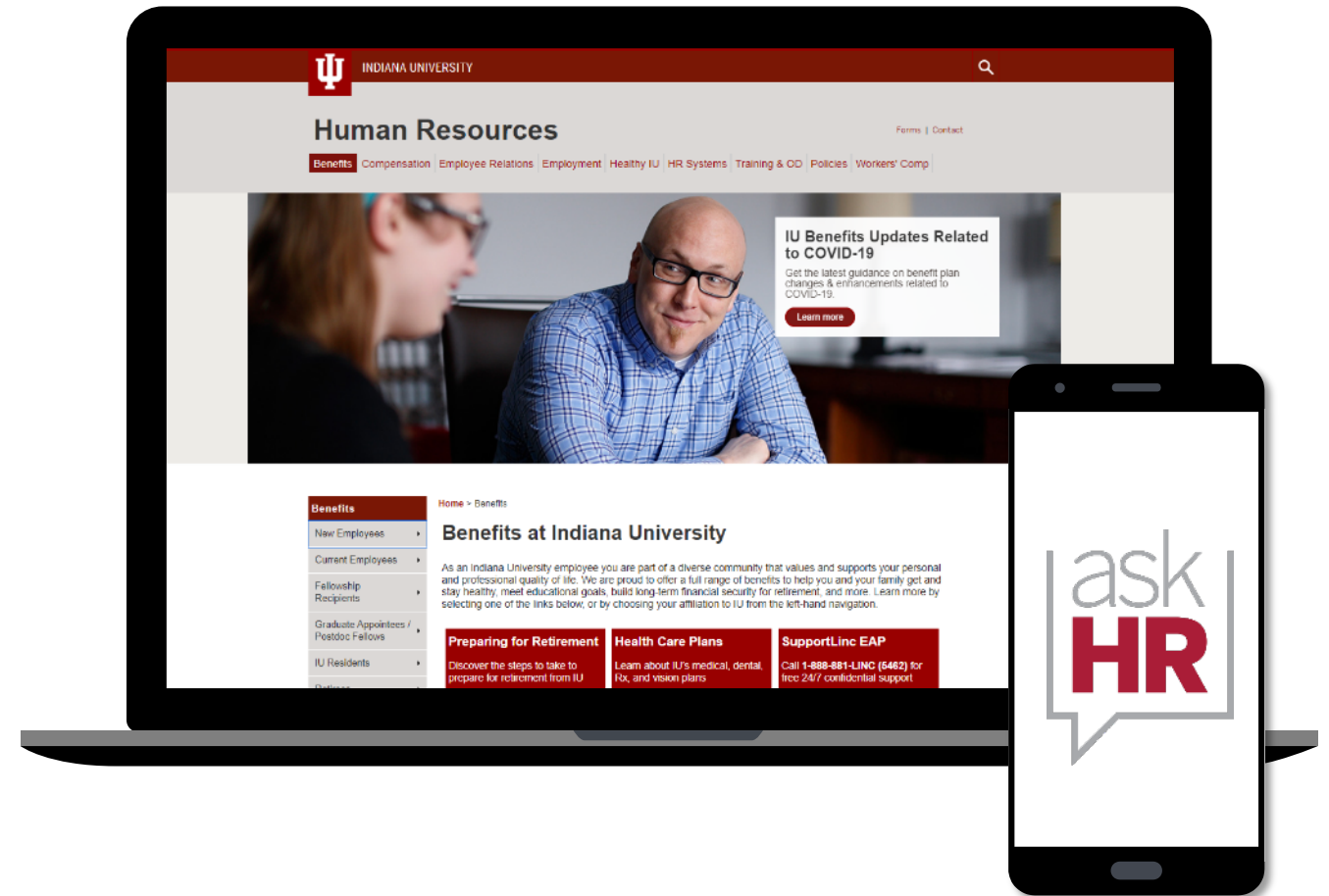
## IU Human Resources



AskHR Customer Care:

[askhr@iu.edu](mailto:askhr@iu.edu)

812-856-1234





**THANK YOU!**

QUESTIONS?

**Eric Stoner**

*Sr. Group Insurance Specialist, IU Human Resources*