

Long-Term Disability Benefit Supplemental Individual Disability Income Protection Plan Highlights

Individual Disability Insurance Protection Plan Design

The Supplemental Individual Disability Insurance (IDI) Plan provides an individual policy that helps insure income not covered by the university Group Long-Term Disability (LTD) plan—provided the faculty and staff meet the simplified underwriting requirements¹ and earn \$100,000 or greater (annual base rate salary). These benefits are in addition to the university Group LTD plan. Because you pay the premium for the IDI coverage through post-tax payroll deductions, any disability benefits received from this plan are non-taxable under current tax laws.

Enrollment

There will be an annual enrollment with an effective date of coverage each July 1. You will be eligible to enroll if you:

- Are newly hired at an annual base rate of \$100,000 or above.
- Receive a salary increase of up to \$100,000 or greater within the plan year after the last coverage date.
- Complete an Evidence of Insurability (EOI) form if you were previously offered coverage and declined.

Enrollment outside the annual enrollment period requires completion of the EOI form and approval of the provider.

When Coverage Starts

- Coverage will be effective each July 1. Eligible faculty and staff will receive a personalized kit mailed to their homes in late spring that includes an application for enrollment with a postage-paid return envelope for convenience.

How Coverage Changes

- If your eligible coverage amount is below the plan maximum, an option will be provided to increase coverage each year, if income increases, without evidence of insurability (EOI) until the monthly maximum is reached.
- Coverage will not automatically increase as the result of an increase in pay mid-year. In addition, if eligibility changes or pay is reduced, the benefit will not automatically decrease.

Benefits

If approved, faculty and staff will receive an individually-owned disability policy (IDI), which can provide:

- Benefits to help supplement the existing Group LTD plan;
- Maximum period of payments begins to reduce at Age 65;
- Catastrophic Disability Benefit – a supplemental benefit in the event that you would suffer a long-term disability resulting in the loss of two or more activities of daily living (bathing, dressing, toileting, transferring, continence and eating), cognitive impairment or has total and permanent loss of sight, hearing, power of speech, or loss of use of two limbs;
- Long-Term Care conversion – IDI policy may be exchanged beginning at age 60 through age 70, without evidence of insurability (EOI);
- The ability to continue coverage with the same benefits and discounted premiums if you leave Ohio State.

Frequently Asked Questions

1. I recently enrolled in the IDI plan. I would like to know if I can reduce my benefit coverage – can I do this outside of Open Enrollment (OE)?

Yes, employees that elected either option (the maximum benefit or the reduced benefit) may reduce down their benefit to any level, outside of OE and can do this at any time. Any later requested increase to the coverage will require Evidence of Insurability (EOI).

2. How do I do this?

Simply send an email and include your employee ID directly to Jennifer.Buchanan@aonhewitt.com and indicate to what amount you would like to reduce your IDI benefit.

3. What if I purchased the reduced IDI benefit, but now I want to purchase the full? Can I do this now?

Yes. You can buy-up or purchase additional coverage by providing EOI.

¹ Actively at work definition: At the time of application and on the policy effective date, the employee must be working for OSU on a full time basis of at least 20 hours per week, and must have been working continuously (for any employer), able to perform all the duties of his or her regular occupation without limitation due to sickness or injury for the prior six months. The employee will be asked to meet additional requirements for Catastrophic Disability coverage

The policy or its provisions may vary or be unavailable in some states. The policy has exclusions and limitations which may affect any benefits payable. The information contained in this document should not be construed as a promise or guarantee of employment. Ohio State reserves the right to modify, amend, suspend, or terminate this plan at any time for any reason. Please note that these highlights are not a complete description of the Plan. In the event of a conflict between these highlights and the policy provisions, the policy shall prevail.

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4. I didn't enroll in the IDI plan when I was first eligible, but now I'd like to enroll. Can I enroll now?

Yes. You can only enroll in the IDI plan. However, enrolling in the IDI plan later will require you to provide EOI during the annual OE period.

5. I wasn't eligible to enroll in the IDI plan during OE; however, I am now eligible to participate, because I have received an increase in my annual salary. Can I enroll now?

No. Anyone who is newly eligible will be required to wait to enroll during the next annual OE period, which begins in May for an effective date of coverage of July 1.

6. I am currently enrolled in the IDI plan, and I have received an AMCP increase. Will my policy be affected?

It depends. If you receive an AMCP increase in October, you will receive a personalized kit that will be mailed to your home. This will inform you of any increase in coverage due to a salary increase. You will have the ability to decline the increase, and if declined, any subsequent increase will require EOI.

7. How is the amount of benefit I am eligible for determined?

The eligible benefit is determined by calculating 60% of your Base Salary that are in excess of \$100,000 annually. For Example, if base earnings are \$150,000, the eligible IDI benefit will be 60% of \$50,000 = \$30,000, or \$2,500 monthly.

For more information

Contact the UNUM OSU Supplemental Disability Enrollment Center at 1-877-759-1951, Monday – Friday, 8 a.m. to 8 p.m. EST, or OSUIDI@enrollcenter.com for information about the program or to cancel coverage.

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