



THE UNIVERSITY OF
NORTH CAROLINA SYSTEM

2024 Income Protection Plans



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The UNC System is committed to offering best-in-class benefit options that provide financial security for all University faculty and staff and their dependents.

This brochure provides a brief overview of income protection plans offered to eligible University of North Carolina System (UNC System) employees. It does not cover every detail of the plans. Exclusions and limitations apply. In the event of any discrepancy between what is written here and what is written in the Plan documents and insurance certificates, the Plan documents and insurance certificates will govern. Changes in the tax laws or other requirements might cause changes in the plans. The UNC System reserves the right to amend or terminate these plans or any benefits under the plans at any time.



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Income Protection Basics

What would happen to your family if you weren't around to provide an income?
What if you couldn't work because of a disabling injury or illness?

Unfortunately, accidents that can limit or even end your ability to earn an income can happen at any time. Consider:



One American is **accidentally injured every second**
(source: National Safety Council)



One American is **killed every three minutes by a preventable event.**
(source: National Safety Council)



More than **one in four of today's 20-year-olds** can expect to be out of work for at least a year because of a disabling condition before they reach the normal retirement age.
(source: Social Security Administration)



5.6% of working Americans will experience a short-term disability (six months or less) due to illness, injury or pregnancy on average every year.
(source: the Integrated Benefits Institute)



Accidental bodily injuries are the **third greatest cause of death** in the United States, and the **number one killer for Americans between the ages of 1 and 45.**
(source: Centers for Disease Control and The National Safety Council)

Programs for Your Protection and Peace of Mind

Planning wisely for the future includes planning for the worst that could happen. Fortunately, the UNC System offers you a number of income protection programs to provide you and/or your family with financial protection in the event of your death, disability or long-term illness.

Some of these programs are provided by the UNC System at no cost to you. Others make coverage available for you to purchase at affordable rates. In some cases, you can purchase coverage for your eligible family members as well as yourself.

These programs offer the peace of mind of knowing that you'll have a source of income even if you can't work, and your family will be provided for if something should happen to you.

Eligibility

Unless otherwise noted, employees who are eligible for the income protection programs described in this brochure include:

- Permanent (non-temporary) employees working 30 or more hours per week.
- Permanent (non-temporary) part-time employees working 20-29 hours per week are only eligible for the UNC voluntary life insurance and the UNC accidental death and dismemberment (AD&D) insurance programs described in this brochure.
- Other employees as defined by UNC Health Care and UNC Press.*

* See plan certificate for possible eligibility limitations applied to these employing units.



UNC Voluntary Life Insurance

By offering one University-wide life insurance policy, we are able to provide you and your family with great coverage at affordable rates. In addition to paying a benefit to your family in the event of your death, you receive AD&D coverage. The UNC System even offers an option to convert your life insurance coverage at retirement. As you can see below, you have options that give you the flexibility to choose the coverage amounts that are right for you and your family.

UNC Voluntary Life Insurance Plan	
Amount of Life Insurance Coverage	You can elect: <ul style="list-style-type: none"> • Employee Only*: Lesser of one to 10 times your salary or \$1,500,000 • Spouse/domestic partner*: \$10,000, up to plan maximum, in \$25,000 increments • Child(ren)*: \$10,000
Guarantee Issue	Employee : Lesser of three times your salary or \$500,000 Spouse/domestic partner : One increment or \$50,000
Plan Maximum	Employee : 10 times salary up to \$1,500,000 Spouse/domestic partner : Lesser of 100% of employee coverage or \$500,000
AD&D Coverage	If you enroll in the Voluntary Life Insurance Plan, you receive additional AD&D coverage under the Plan. Your spouse/domestic partner and children will not receive this additional AD&D coverage.
Age Reductions	N/A
Voluntary Retire Life Option	If enrolled in the Voluntary Life Insurance Plan at the time of retirement, you will be allowed to convert 100% of the coverage. If you are not enrolled in the Voluntary Life Insurance Plan at the time of retirement, you will have an option to select \$25,000 in coverage without submitting EOI; \$75,000 and \$150,000 coverage options are also available but require EOI.
When You Can Enroll	You may enroll within 30 days of first becoming an eligible UNC System employee, during the Open Enrollment period, or if you experience a qualifying life event.
When You Can Make Changes	You may also change your coverage amount during the Open Enrollment period or if you experience a qualifying life event.
Travel Assistance	Securian provides travel assistance services through Redpoint WTP LLC to help when unexpected and costly events happen on the road. Travel assistance services provide all active U.S. employees covered under the Voluntary Life Insurance Plan, and their spouse/domestic partner and dependents, with 24/7/365 access to emergency assistance, and transport services when traveling 50 or more miles away from home for up to 180 days. Online pre-trip resources are also available.

* You must be enrolled in employee coverage if you wish to cover spouse/domestic partner/child(ren). Spousal coverage cannot exceed 100% of employee's elected amount.

EVIDENCE OF INSURABILITY (EOI)

You must provide EOI if:

- You are enrolling when you first become eligible and you choose more than \$500,000 or three times your salary, whichever is less.
- You are an existing employee and you either:
 - Did not choose the UNC Voluntary Life Insurance Plan when it was first offered to you, and you later decide to enroll.
 - Decide to increase your existing coverage by more than one times your base salary.
 - Decide to increase your existing coverage to more than \$500,000 or three times your salary, whichever is less.
- If you are enrolling your spouse/domestic partner, any coverage request over \$50,000 requires EOI.

EOI is not required when electing coverage for your child(ren).

Cost of Coverage

UNC Voluntary Life Insurance coverage is offered in multiples of salary (i.e., 1x salary, 2x salary, etc.). You pay the full cost of this coverage on an after-tax basis. The monthly premium for you and/or your dependent spouse/domestic partner is based on the coverage amount and your age (the employee) on January 1 of the year your coverage is effective.

To calculate your monthly premium, multiply your salary by the salary multiple you have selected, round the product to the next higher \$1,000, divide that total by 1,000, and then multiply that by your rate from the chart below. For example: If you are age 35, with an annual salary of \$64,500, and want UNC life insurance coverage of 3x salary (3 x \$64,500 = \$193,500, rounded to \$194,000), your monthly premium would be $194,000/1,000 = 194 \times 0.055 = \10.67 .

MONTHLY COST OF COVERAGE

The following chart outlines the cost of coverage per \$1,000 increments based on age.

Your Age	Monthly Rates/\$1,000 Coverage	
	Employee	Spouse/Domestic Partner
<25	\$0.040	\$0.023
25-29	\$0.044	\$0.027
30-34	\$0.049	\$0.032
35-39	\$0.055	\$0.038
40-44	\$0.063	\$0.046
45-49	\$0.087	\$0.070
50-54	\$0.135	\$0.118
55-59	\$0.221	\$0.204
60-64	\$0.351	\$0.334
65-69	\$0.633	\$0.616
70-74	\$1.001	\$0.984
75-79	\$1.253	\$1.236
80+	\$1.830	\$1.813

Dependent Child(ren) – Monthly Rate (one premium covers all eligible children)	
\$10,000 of coverage	\$0.50 per month

Note: Rates are subject to change.

For More Information

For more information about the details of this plan, see the Certificate of Coverage located at <https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/>.

Death Benefit for TSERS Participants

If you are a participant in the Teachers' and State Employees' Retirement System (TSERS), once you have one year of creditable service in this retirement plan, you will be provided with coverage for an additional benefit that is paid in the event of your death. The coverage amount of this death benefit is equal to your highest salary for 12 consecutive months during the 24 months before you die, with a minimum of \$25,000 and a maximum benefit of \$50,000. TSERS participants are automatically enrolled in this death benefit coverage.

The UNC System provides this coverage at no cost to you.

FOR MORE INFORMATION

For more information about the details of this TSERS death benefit, see the TSERS handbook located at <https://www.myncretirement.com/retirees/benefits/member-handbooks>.



UNC Accidental Death and Dismemberment (AD&D) Insurance

The UNC System provides you with automatic AD&D insurance, which pays a benefit if you should die or suffer certain disabling injuries as a result of an accident. This coverage is effective 24 hours a day, 365 days a year. In addition to your automatic employee coverage, you can opt into additional voluntary coverage for yourself and your family for more protection.

UNC Core AD&D Coverage

All benefit-eligible employees will be **automatically enrolled** in a maximum limit of \$10,000 Core AD&D insurance at no cost to the employee. The UNC System pays the full cost of this coverage. (Please note that the amount of your coverage will be reduced after you reach age 75.)

ONLY NEED EMPLOYEE AD&D COVERAGE?

Be sure to consider the UNC Voluntary Life Insurance Plan. If you enroll in this Plan, employee AD&D coverage is included.

HOW IS THE UNC CORE AND VOLUNTARY AD&D BENEFIT DETERMINED?

The amount of the benefit shall be a percentage of the amount of insurance coverage. The percentage is determined by the type of loss as shown in the following table.

Type of Loss	Percent of Benefit Amount Paid
Life	100%
Both hands or both feet	100%
Sight of both eyes	100%
Speech and hearing in both ears	100%
One hand and one foot	100%
One foot and sight of one eye	100%
One hand and sight of one eye	100%
One hand or one foot	50%
Sight of one eye	50%
Speech or hearing in both ears	50%
Hearing in one ear	25%
Thumb and index finger of one hand	25%

Type of Loss	Percent of Benefit Amount Paid
Paralysis	
Quadriplegia	100%
Triplegia	85%
Paraplegia	75%
Hemiplegia	75%
Uniplegia	50%
Burn disfigurement benefit	
Face, neck or head	100%
Front or back torso	35%
One hand or forearm	25%
One upper arm	15%
One thigh or one lower leg (below knee)	10%

UNC AD&D coverage includes travel assistance services, provided by Securian through Redpoint WTP LLC, to help when unexpected and costly events happen on the road. Travel assistance services provide all active U.S. employees covered under this program, and their spouse/domestic partner and dependents, with 24/7/365 access to emergency assistance, and transport services when traveling 50 or more miles away from home for up to 180 days. Online pre-trip resources are also available.

UNC Voluntary AD&D Coverage

In addition to the core AD&D coverage, you may purchase additional protection in the form of voluntary AD&D coverage — for yourself and for your family members as well.

You may choose from among the following coverage amounts for yourself:

- \$50,000
- \$100,000
- \$150,000
- \$200,000
- \$250,000
- \$300,000
- \$350,000
- \$400,000
- \$450,000
- \$500,000

If you choose to cover family members, their coverage amounts will be a percentage of your own coverage amount, as shown in this table:

Spouse/domestic partner and child coverage is a percentage of the employee's coverage amount.

Spouse/domestic partner (with children)	50%
Spouse/domestic partner (no children)	60%
Each child (with spouse/domestic partner)	10%
Each child (no spouse/domestic partner)	15%

Please note that your coverage reduces to 50 percent on January 1, following your (the employee) 75th birthday.

Your children must be unmarried, under age 26 and financially dependent upon you to be eligible.

Note: If you and your spouse/domestic partner are both UNC System employees who are eligible to choose voluntary AD&D coverage, you may both choose employee coverage, but only one of you may cover your family members. If two married UNC System employees both have employee coverage, the spouse/domestic partner who chooses family coverage will not have coverage for his or her spouse/domestic partner, only children. An employee may not be covered as both an employee and as a dependent.

If you or one of your covered family members suffers a covered loss, the table on page 6 lists the benefit paid. The maximum that is paid for losses due to any one accident is 100% of the person's coverage amount.

Cost of Coverage

You pay the full cost of this coverage on an after-tax basis. Your monthly premium is based on the coverage amount you choose and whether you choose to cover any family members, as shown in this table:

Coverage Amount	Monthly Cost	
	Employee Only	Employee + Family
\$50,000	\$0.85	\$1.25
\$100,000	\$1.70	\$2.50
\$150,000	\$2.55	\$3.75
\$200,000	\$3.40	\$5.00
\$250,000	\$4.25	\$6.25
\$300,000	\$5.10	\$7.50
\$350,000	\$5.95	\$8.75
\$400,000	\$6.80	\$10.00
\$450,000	\$7.65	\$11.25
\$500,000	\$8.50	\$12.50

For More Information

For more information about the details of this Plan, see the Certificate of Coverage located at

<https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/>.



Disability Programs

The UNC System provides you with no cost disability options as well as supplemental coverage options you can purchase to provide you with an alternate source of income if you can't work for an extended period of time as the result of a disabling illness or injury.

Disability Income Plan of North Carolina (DIP-NC)

The UNC System provides you with basic short-term disability (STD) and long-term disability (LTD) coverage at no cost to you through the Teachers' and State Employees' Retirement System (TSERS). If you are eligible for STD coverage, after you have been disabled for 60 days, the STD plan begins paying you a monthly disability benefit for up to a year. After a year, if you remain disabled and are eligible for LTD coverage, the LTD plan pays a monthly benefit for as long as you qualify as disabled.

Whether you qualify for STD or LTD benefits depends on how many years of creditable service you have as a participant in your retirement plan. In addition, your disability benefits may be limited if you have fewer than five years of creditable service.

For more information about the Disability Income Plan of North Carolina (DIP-NC), see the Disability Income Plan of North Carolina handbook at myncretirement.com.

IMPORTANT! You may wish to consider purchasing additional protection. The specific UNC Supplemental Disability plan for which you are eligible is tied to the retirement program you participate in — either the UNC Optional Retirement Program (ORP) or TSERS. However, UNC Supplemental Disability coverage does not require you to have any creditable service under your retirement plan before it begins paying benefits. In addition, UNC Supplemental Disability coverage increases the amount of benefits you receive each month.

STD COVERAGE

If you have at least one year of participation in the ORP or membership service in TSERS, the STD plan will pay you a benefit after 60 continuous calendar days due to a qualified disabling illness or injury. (Under the state disability plan, the 60-day period before the plan begins paying benefits is called the waiting period.)

The STD plan pays a monthly benefit equal to 50% of ½ of your annual base salary received immediately preceding your disability, up to a maximum of \$3,000 a month.

The plan continues to pay this benefit until you are no longer disabled, or 365 days have passed since the beginning of your disability payment period, whichever comes first.

These STD plan benefits are based on your creditable service as a participant in your retirement plan:

Service	Period of Your Disability	STD Plan Benefit (DIP-NC)
Less than 1 year	For as long as you are disabled	No benefit
1 year or more	1 st year of disability	After a 60-day waiting period, the plan pays 50% of ½ of your annual base salary received immediately preceding your disability, up to a maximum of \$3,000 per month.

The STD plan does not pay benefits for disabilities that begin before you have at least a year of service as a participant in your retirement plan. However, you can purchase supplemental disability coverage to provide a benefit if you become disabled during that first year.

LTD COVERAGE

If you have completed the short-term disability period (365 days) and have at least five years of participation in the ORP or membership service in TSERS, LTD benefits may be payable for as long as you are continuously disabled and is likely permanent.

The LTD plan pays a monthly benefit equal to 65% of ½ of your annual base salary immediately preceding your disability absence, up to a maximum of \$3,900 per month.

The plan continues to pay this benefit until you are no longer disabled, or when you qualify for an unreduced retirement benefit, whichever comes first. *(Exception: If you had less than five years of ORP or TSERS membership service as of July 31, 2007, your LTD long-term benefits will end after you received 36 long-term disability benefit payments unless you have been approved for Social Security disability benefits.)*

The LTD plan benefits are based on your creditable service as a participant in your retirement plan:

Service	Period of Your Disability	LTD Plan Benefit (DIP-NC)
Less than 5 years	For as long as you are disabled	No benefit
5 years or more	Beginning after the completion of STD benefit period and continue as long as continuously disabled and is likely permanent.	The plan pays 65% of ½ of your annual base salary immediately preceding your disability absence, up to a maximum of \$3,900 per month.

Although the LTD plan does not pay benefits for disabilities that begin before you have at least five years of service as a participant in your retirement plan, you can purchase supplemental disability coverage to provide a benefit if you become disabled during that time.

UNC Supplemental Disability Coverage

Although the UNC System provides you with basic STD and basic LTD coverage at no cost to you, you may wish to consider purchasing additional protection. UNC Supplemental Disability coverage pays benefits when your basic coverage does not, and increases your overall monthly benefit.

The specific UNC Supplemental Disability plan that is available to you depends on which retirement program you participate in.

If You Participate in the ORP	If You Participate in TSERS
The supplemental disability plan that is available to you is provided by The Standard.	The supplemental disability plan that is available to you is provided by Lincoln Financial.

The major differences between these plans are noted in the following sections.

HOW THE UNC SUPPLEMENTAL DISABILITY PLAN WORKS WITH YOUR BASIC STD AND LTD COVERAGE

Your supplemental disability coverage begins paying a benefit if you are disabled for more than 90 days. The 90-day period is called the **elimination period**. (**Note:** For employees of North Carolina State University who enroll in the Lincoln Financial plan, this elimination period is 60 days.) The elimination period is the period you must be continuously disabled before benefits become payable.

Generally, the plan supplements whatever basic STD or basic LTD benefit you may be receiving (plus certain other benefits as explained later) in whatever amount is needed to bring your total disability benefits up to 66⅔%. If you are receiving no other disability benefits, then the supplemental disability plan pays all of the 66⅔% of your monthly salary itself.

In addition, enrolling in the supplemental disability plan increases your maximum possible monthly benefit to \$15,000 (for The Standard participants) or 10,000 (for Lincoln Financial participants).

The plan pays benefits for a qualifying disability regardless of how many years of membership service you have as a participant in ORP, TSERS or Federal Employees' Retirement System (FERS) and Civil Service Retirement System (CSRS) for University employees. Therefore, it fills in certain "gaps" during which your basic coverage does not pay a benefit.

This table summarizes how the supplemental disability plan works with and supplements the basic STD and basic LTD plans:

Your Service as a Participant in ORP or TSERS	Period of Your Disability	Benefits Paid	
		Basic STD Plan and Basic LTD Plan	UNC Supplemental Disability Plans
Less than 1 year	For as long as you are disabled, but not to exceed the maximum benefit period	No benefit	After the required elimination period, the plan pays 66⅔% of your monthly salary, minus deductible income, up to a total of \$15,000 per month for The Standard participants or \$10,000 per month for Lincoln Financial participants
1 through 4 years	1 st year of disability	STD: After a 60-day waiting period, the plan pays 50% of ½ of your annual base salary received immediately preceding your disability, up to a maximum of \$3,000 per month	After the required elimination period, the plan pays an additional 16⅔% of your monthly salary, bringing your total benefit to 66⅔% of your monthly salary, up to a total of \$15,000 per month for The Standard participants or \$10,000 per month for Lincoln Financial participants
	Beginning after the completion of STD benefit period and continue as long as continuously disabled and is likely permanent	LTD: No benefit	The plan pays 66⅔% of your monthly salary, minus deductible income, up to a total of \$15,000 per month for The Standard participants or \$10,000 per month for Lincoln Financial participants
5 years or more	1 st year of disability	STD: After a 60-day waiting period, the plan pays 50% of ½ of your annual base salary received immediately preceding your disability, up to a maximum of \$3,000 per month	After the required elimination period, the plan pays an additional 16⅔% of your monthly salary, bringing your total benefit to 66⅔% of your monthly salary, up to a total of \$15,000 per month for The Standard participants or \$10,000 per month for Lincoln Financial participants
	Beginning after the completion of STD benefit period and continue as long as continuously disabled and is likely permanent	LTD: The plan pays 65% of ½ of your annual base salary immediately preceding your disability absence, up to a maximum of \$3,900 per month	The plan pays an additional 1⅓% of your monthly salary, bringing your total benefit to 66⅔% of your monthly salary, up to a total of \$15,000 per month for The Standard participants or \$10,000 per month for Lincoln Financial participants

ADDITIONAL PROVISIONS AND BENEFITS

In addition to the benefits outlined previously, your UNC Supplemental Disability plan includes the following provisions and benefits:

- To be eligible to enroll, you must be a full-time active employee working 30 hours or more per week.
- Employees may enroll in this plan within the first 60 days of becoming employed/eligible.
- The intent of the plan is to ensure you receive *total* benefits of 66⅔% of your monthly salary while you are disabled. To ensure this, the plan basically pays 66⅔% of your monthly salary *minus* whatever benefits you may be receiving from the basic STD or basic LTD plan, if any. In addition, your benefits from the supplemental disability plan may be further offset (reduced) by certain income-replacement benefits for which you are eligible — such as retirement or disability benefits from such programs as Social Security, or workers' compensation — so that the total you receive does not exceed 66⅔% of your monthly salary. The exact income-replacement programs for which benefits may be offset vary from plan to plan; see your plan certificate for details.
- There is a minimum total monthly benefit of \$100 or ⅓₁₀ of the 66⅔% benefit, whichever is greater. (**Note:** For employees of North Carolina State University who enroll in the Lincoln Financial plan, the minimum monthly benefit is \$250 or ⅓₁₀ of the 66⅔% benefit, whichever is greater.) However, your benefit combined with the other income-replacement benefits noted above cannot exceed 100% of your pre-disability earnings.
- Benefits are limited for any disabilities due to a pre-existing condition you had before becoming covered by the plan. Exact provisions vary according to your plan. See your plan certificate for details.
- The plan pays partial disability benefits if you can still work but, as a result of your disability, suffer a 20% or greater loss of earnings.
- There is a benefit limitation on mental and nervous claims of 24 months for any claim filed on or after January 1, 2017.

ADDITIONAL PROVISIONS FOR EMPLOYEES WHO ENROLL IN THE STANDARD PLAN (FOR ORP PARTICIPANTS)

- Special annuity benefit (monthly annuity premium benefit): In addition to providing you with a replacement for your current monthly income, while you are disabled, this plan also protects your retirement income by continuing contributions to your ORP account. The amount the plan contributes to your ORP account is 12.84% of your salary eligible for retirement contributions.
- Additional benefits may be available to you as a participant in this plan if you are an employee of the School of Medicine at either East Carolina University or UNC Chapel Hill Dental Faculty. For more information, contact your institution's Human Resources/Benefits Office.

COST OF COVERAGE

Just as certain provisions and benefits vary among different versions of the supplemental disability plan, so do the calculations for figuring your monthly premium cost. For the method that applies to your plan, see the UNC Supplemental Disability Rate Sheets tab.

FOR MORE INFORMATION

For more information about the details of the supplemental disability plan from The Standard for participants in ORP, see the Certificate of Coverage located at:

<https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/>.

For more information about the details of the supplemental disability plan from Lincoln Financial for members in TSERS, see the Certificate of Coverage located at:

<https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/>.

Cost of Coverage for the UNC Supplemental Disability Plan

I. For Employees Enrolled in The Standard Plan for ORP Participants

Under this plan, there are two primary benefits, with a different premium cost calculation for each:

- **Monthly income benefit:** This is the portion of the plan that provides you with a current monthly income while you are disabled. The maximum salary that is considered in calculating this benefit and premiums is \$270,000 per year (or \$22,500 per month).
- **Monthly annuity premium benefit:** This is the portion of the plan that contributes 12.84% of your salary to your ORP account while you are disabled. The maximum salary that is considered in calculating this benefit and premiums depends on your hire/appointment date. If your hire/appointment date was on or after July 1, 1996, the maximum salary is \$345,000. If your hire/appointment date was prior to July 1, 1996, the maximum salary is \$505,000. These salary amounts are effective January 1, 2024, and are adjusted annually by the Internal Revenue Code.

This is how you calculate your monthly premium cost for each benefit:

Monthly Income Benefit	Example
1. Take your annual salary.	\$48,000
2. Divide by 12 to get your monthly wage base.	$\$48,000 \div 12 = \$4,000$
2a. If your monthly salary exceeds \$22,500 per month, use \$22,500 for calculation purposes in line 2.	N/A
3. Multiply the amount on line 2 by the current cost factor of 0.00187.	$\$4,000 \times 0.00187 = \7.48
4. The result is your monthly premium cost for the monthly income benefit.	\$7.48
Monthly Annuity Premium Benefit*	Example
5. Multiply the amount on line 2 by the current cost factor of 0.00110.	$\$4,000 \times 0.00110 = \4.40
6. The result is your monthly premium cost for the monthly annual premium benefit.	\$4.40
Total Monthly Premium Costs	$\$7.48 + \$4.40 = \$11.88$

The UNC System provides an online calculator to help you figure out your monthly premium cost. To use this calculator, go to <https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/calculate-standard-disability-premium/>.

* As noted, for higher-paid employees, certain limits apply to the salary that is considered in this calculation, depending on your hire/appointment date. This is accounted for in the online calculator.

II. For Employees Enrolled in the Lincoln Financial Plan for TSERS Participants

Your monthly premium for supplemental disability coverage is equal to your monthly salary multiplied by 0.00256. The maximum salary that is considered in calculating this benefit and premiums is \$180,000 per year (\$15,000 per month).

FOR EXAMPLE

If your monthly salary is **\$4,000**: $\$4,000 \times 0.00256 = \10.24 monthly premium cost

The University of North Carolina System (UNC System) provides an online calculator to help you figure out your monthly premium cost. To use this calculator, go to <https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/calculate-lincoln-financial-premium/>.

When Deductions Start and Stop

If you elect coverage, deductions will be calculated retroactive to your eligibility date (for new hires that is your hire/appointment date; for late enrollees it is the date you are approved for coverage by the disability insurance company). This may result in retroactive deductions being held from your pay depending on when your enrollment form is completed.

Your deductions will cease under these plans in the month you either elect to terminate your coverage or you end your employment with your institution.

Cost of Coverage for the UNC Supplemental Disability Plan

For Employees of North Carolina State University

I. For Employees Enrolled in The Standard Plan for ORP Participants

Under this plan, there are two primary benefits, with a different premium cost calculation for each:

- **Monthly income benefit:** This is the portion of the plan that provides you with a current monthly income while you are disabled. The maximum salary that is considered in calculating this benefit and premiums is \$270,000 per year (or \$22,500 per month).
- **Monthly annuity premium benefit:** This is the portion of the plan that contributes 12.84% of your salary to your ORP Account while you are disabled. The maximum salary that is considered in calculating this benefit and premiums depends on your hire/appointment date. If your hire/appointment date was on or after July 1, 1996, the maximum salary is \$345,000. If your hire/appointment date was prior to July 1, 1996, the maximum salary is \$505,000. These salary amounts are effective January 1, 2024 and are adjusted annually by the Internal Revenue Code.

This is how you calculate your monthly premium cost for each benefit:

Monthly Income Benefit	Example
1. Take your annual salary.	\$48,000
2. Divide by 12 to get your monthly wage base.	$\$48,000 \div 12 = \$4,000$
2a. If your monthly salary exceeds \$22,500 per month, use \$22,500 for calculation purposes in line 2.	N/A
3. Multiply the amount on line 2 by the current cost factor of 0.00187.	$\$4,000 \times 0.00187 = \7.48
4. The result is your monthly premium cost for the monthly income benefit.	\$7.48
Monthly Annuity Premium Benefit*	Example
5. Multiply the amount on line 2 by the current cost factor of 0.00110.	$\$4,000 \times 0.00110 = \4.40
6. The result is your monthly premium cost for the monthly annual premium benefit.	\$4.40
Total Monthly Premium Costs	$\$7.48 + \$4.40 = \$11.88$

The UNC System provides an online calculator to help you figure out your monthly premium cost. To use this calculator, go to <https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/calculate-standard-disability-premium/>.

* As noted, for higher-paid employees, certain limits apply to the salary that is considered in this calculation, depending on your hire/appointment date. This is accounted for in the online calculator.

II. For Employees Enrolled in the Lincoln Financial Plan for TSERS, FERS or CSRS Participants

Your monthly premium for supplemental disability coverage depends on your age and your years of creditable service in TSERS, FERS or CSRS, as shown in this table. The maximum salary that is considered in calculating this benefit and premiums is \$180,000 per year (\$15,000 per month).

Your Age	Monthly Premium Cost = Your Monthly Salary X This Number	
	If You Have Less Than 5 Years of Creditable Service as a Participant in TSERS, FERS or CSRS	If You Have 5 or More Years of Creditable Service as a Participant in TSERS, FERS or CSRS
Under 30	0.00119	0.00026
30 – 34	0.00156	0.00037
35 – 39	0.00223	0.00049
40 – 44	0.00353	0.00088
45 – 49	0.00511	0.00131
50 – 54	0.00986	0.00218
55 – 59	0.01235	0.00309
60 – 64	0.01180	0.00296
65+	0.01276	0.00268

EXAMPLE 1

If you are age 45, your monthly salary is \$4,000 and you have less than five years of creditable service:

$\$4,000 \times 0.00511 = \22.04 monthly premium cost

EXAMPLE 2

If you are age 45, your monthly salary is \$4,000 and you have five or more years of creditable service:

$\$4,000 \times 0.00131 = \5.24 monthly premium cost

The University of North Carolina System (UNC System) provides an online calculator to help you figure out your monthly premium cost. To use this calculator, go to <https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/calculate-lincoln-financial-premium/>.

When Deductions Start and Stop

If you elect coverage, deductions will be calculated retroactive to your eligibility date (for new hires that is your hire/appointment date; for late enrollees it is the date you are approved for coverage by the disability insurance company). This may result in retroactive deductions being held from your pay depending on when your enrollment form is completed.

Your deductions will cease under these plans in the month you either elect to terminate your coverage or you end your employment with your institution.



Accident Plan

Accidents happen. That's why the UNC System offers an Accident Plan that provides you with coverage for minor as well as more serious injuries.

The Accident Plan is administered by NCFLEX and provided by Voya Financial (underwritten by ReliaStar Life Insurance Company).

What Is the Accident Plan?

The Accident Plan can help relieve some of the financial stress that results from an accidental injury.

The Accident Plan pays benefits for specific injuries and events resulting from a covered accident that occurs on or after your coverage effective date. The benefit amount depends on the type of injury and care received.

The Accident Plan can help you pay for:

- Medical expenses, such as deductibles and copays
- Home health care costs
- Lost income due to lost time at work
- Everyday expenses, like utilities and groceries

The Accident Plan is a limited benefit policy. It is not health insurance and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

What Accident Benefits Are Available?

The Accident Plan covers costs associated with common injuries such as burns, lacerations, fractures, dislocations and much more. You may be required to seek care for your injury within a set amount of time. For a complete description of the available benefits, exclusions and limitations, see the certificate of insurance and any riders, which are available at www.ncflex.org.

Also included in the Accident Plan coverage is the Sports Accident Benefit. If your accident occurs while participating in an organized sporting activity as defined in the certificate, the Accident Hospital Care, Accident Care or Common Injuries benefit will be increased by 25% to a maximum additional benefit of \$1,000. If your spouse and/or children are/is covered under the Accident Plan, their coverage includes this benefit.

Cost of Coverage

You have two Accident Plan coverage options to choose from to help meet the needs of you, your spouse and/or child(ren). All employees pay the same rate, no matter their age. Below are the monthly premiums for the two coverage options.

Coverage Level	Classic Option	Enhanced Option
Employee Only	\$6.94	\$15.98
Employee and Spouse	\$11.50	\$28.46
Employee and Child(ren)	\$13.64	\$31.26
Employee and Family	\$18.20	\$43.72

Note: An employee may not be covered as both an employee and a dependent. Also, dependent children may not be covered under both parents' plans, if both you and your spouse are eligible to elect coverage as employees.

For More Information

For more information about the details of this plan, see the certificate of insurance and riders which are available at www.ncflex.org.

If You Have Questions

Remember that the information in this brochure is only a general overview of the benefits described. For more details:

- See the resources noted under the section of each benefit plan in this brochure.
- Visit <https://myapps.northcarolina.edu/hr/benefits-leave/income-protection-benefits/>.
- Contact your institution's Human Resources/Benefits Office representative.



The information contained in this brochure is not a contract and is subject to change by the proper authorities. It should be understood that explanations in this summary cannot alter, modify or otherwise change the controlling legal document or general statutes in any way, nor can any right accrue by reason of any inclusion or omission of any statement in this brochure.

January 2024

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