

**Life Insurance Options Available to UW System Employees
Comparison of Plan Features**

	<u>State Group Life Insurance</u>	<u>Individual & Family Life Insurance</u>	<u>UW Employees, Inc. Life Insurance</u>	<u>Accidental Death & Dismemberment Insurance</u>	<u>University Insurance Association (UIA) Life Insurance</u>
Who can be covered?	WRS-participating Employee, Spouse or Children	Employee, Spouse or Domestic Partner, Children	Employee	Employee, Spouse or Domestic Partner, Children	Faculty, Academic Staff or Limited Appointee who meets annual earnings threshold
Employee Coverage	Coverage based on annual income, elect coverage up to 5 times annual income (coverage increases as salary increases)	Up to \$20,000 initially; can increase coverage annually; \$300,000 maximum coverage	\$7,000 - \$33,000 (coverage based on age)	Up to \$500,000	\$3,400 – \$101,000 (coverage based on age)
Spouse or Domestic Partner Coverage	Spouse: Up to \$20,000	Spouse or Domestic Partner: Up to \$10,000 initially, can increase coverage annually; \$150,000 maximum coverage	None	Spouse or Domestic Partner: 50% - 60% of employee coverage level (depends on who is covered under family plan)	None
Child Coverage	Child: Up to \$10,000	Child or Domestic Partner Child: Up to \$5,000 initially, can increase coverage annually; \$25,000 maximum coverage	None	Child or Domestic Partner Child: 15% - 20% of employee coverage level (depends on who is covered under family plan)	None
Accelerated / Living Benefit	Yes	Yes	Yes	No	Yes
Options at End of Employment (non-retirement)	Conversion; Continuation of employee coverage if employee has at least 20 years of WRS service	Conversion to individual policy	Conversion to individual policy	Conversion to individual policy	Conversion to individual policy; Continuation for disability as outlined in the plan certificate
Options at Retirement	Continuation of employee coverage; conversion of Spouse & Dependent coverage	Conversion to individual policy	Conversion to individual policy	Continuation of group policy	Continuation of group policy or conversion to individual policy (employee choice)
Additional Features	Employee death benefit doubles if death accidental; can convert to pay for health insurance in retirement (at age 66 or later); premium stops at age 65 (if retired)	Can increase coverage level every year until plan maximum met	Includes <u>Legacy Planning Services</u>	Includes <u>Zurich Travel Assist</u> , <u>CyberScout</u> , <u>LifeStages Identity Management Services</u> and several benefits to support employee and/or family after a covered loss	No

Note: All plans are term life insurance. Benefits are payable only for covered events while the coverage is in effect.



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This document is a summary of plan features and does not include all eligibility or plan provisions. Every effort has been made to ensure this information is correct and current. The terms and conditions of the plans are established by state and federal laws and regulations and plan contracts. These sources of authority have control over the information in this summary to the extent there are any differences or conflicts.