

## ~ INSURANCE PREMIUM INFORMATION ~

(Effective January 1, 2009)

The following benefits are available to employees working 20 hours or more per week:

- FLEXIBLE BENEFITS PLAN** ~ UMC Benefits Department and Glynn Griffing & Associates

The Flexible Benefits Plan (*a.k.a. a "Cafeteria Plan" or Section 125 of the Internal Revenue Code*) is a benefits tax law that enables you to **SAVE 25% OR MORE IN TAXES**. This savings is accomplished when you pay qualified insurance premiums and/or set aside funds for qualified unreimbursed Medical, Dental, Hearing, and Vision expenses (Medical Reimbursement Account) or Dependent Care expenses (Dependent Care Reimbursement Account) **BEFORE** your federal and state income taxes and your Social Security tax are calculated.

**UMC pays all the administrative costs and monthly fees for providing you its Flexible Benefits Plan.**

- SELECT COVERAGE STATE HEALTH PLAN** ~ Blue Cross Blue Shield of Mississippi (**PRE-TAX**)

	~ LEGACY ~ (Eligible prior to 1/1/06)	~ HORIZON ~ (First eligible on or after 1/1/06)
Employee only	Emp. <b>FREE</b> (UMC \$361.00)	Emp. <b>\$18.00</b> (UMC \$343.00)
Emp. + Spouse	\$385.00	\$403.00
Emp. + Spouse & Child(ren)	\$563.00	\$581.00
Emp. + 1 Child	\$135.00	\$153.00
Emp. + Children	\$271.00	\$289.00

- BASE COVERAGE STATE HEALTH PLAN** ~ Blue Cross Blue Shield of Mississippi (**PRE-TAX**)

Employee only	Emp. <b>FREE</b> (UMC \$343.00)
Emp. + Spouse	\$339.00
Emp. + Spouse & Child(ren)	\$517.00
Emp. + 1 Child	\$89.00
Emp. + Children	\$225.00

- HOSPITAL INDEMNITY** ~ Professional Insurance Company (**PRE-TAX**)

Employee	\$23.04
Employee + Spouse	\$46.08
Employee + Children	\$43.13
Employee + Family	\$66.17

- CANCER, INTENSIVE CARE, & DREAD DISEASE** ~ Life of Alabama (**PRE-TAX**)

	Employee	Employee + Children	Employee + Family
HIGH Option Cancer	\$22.10	\$26.52	\$40.75
LOW Option Cancer	\$9.35	\$11.20	\$16.65
First Occurrence Benefit	\$2.30	\$2.80	\$3.70
Intensive Care \$600/day	\$6.20	\$7.50	\$12.40
Intensive Care \$300/day	\$3.10	\$3.75	\$6.20
Dread Disease Benefit	\$1.00	\$1.10	\$1.70

- DENTAL / ORTHODONTIA / VISION** ~ Gilsbar Inc. (**MANDATORY PRE-TAX**)

	Employee	Employee + One	Employee + Family
Dental	\$27.16	\$41.48	\$62.28
Dental / Orthodontia	N/A	\$47.82	\$76.80
Dental / Vision	\$30.46	\$48.00	\$72.08
Dental / Orthodontia / Vision	N/A	\$54.34	\$86.60

- **ACCIDENTAL DEATH & DISMEMBERMENT** ~ CIGNA Insurance Co. (**PRE-TAX**)

	\$50,000	\$75,000	\$100,000	\$150,000	\$200,000	\$250,000	\$300,000
Employee	\$1.80	\$2.70	\$3.60	\$5.40	\$7.20	\$9.00	\$10.80
Family A	\$2.90	\$4.35	\$5.80	\$8.70	\$11.60	\$14.50	\$17.40
Family B	\$3.70	\$5.55	\$7.40	\$11.10	\$14.80	\$18.50	\$22.20

- **STATE GROUP TERM LIFE** ~Minnesota Life Insurance Company (**PRE-TAX**)

Based on TWO times your base annual salary. Minimum policy, \$30,000. Maximum policy, \$100,000. The total cost is 24¢ per \$1,000 coverage, but **UMC pays half your premium, so your cost is only 12¢ per \$1,000 coverage.** Then you can also PRE-TAX the premium for up to \$50,000 coverage under the UMC Cafeteria Plan.

- **SUPPLEMENTAL TERM LIFE** ~ UNUM Life Insurance Company of America

ONE to SIX times your base annual salary to a maximum of \$600,000.

Age Band	Employee per \$1,000	Spouse	Children
-29	\$ .100	Your spouse's rate is based on YOUR AGE. Cannot exceed 50% of your coverage.	\$2.08
30-34	\$ .123		Covers ALL your dependent children for ONE monthly premium. \$10,000 (6 months to 19, 25 if full-time student) or \$5,000 (birth to 6 months).
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	Available in increments of \$25,000, \$50,000, \$75,000, and \$100,000.	
75+	\$5.800		

- **BURIAL INSURANCE** ~ The Catchings Insurance Agency

Coverage varies and is available for employee, spouse, children, and grandchildren. (601) **355-7489**

- **SHORT-TERM DISABILITY** ~ Professional Insurance Company

\$300 - \$10.65	\$1,000 - \$35.50	\$1,700 - \$60.35	\$2,400 - \$85.20
\$400 - \$14.20	\$1,100 - \$39.05	\$1,800 - \$63.90	\$2,500 - \$88.75
\$500 - \$17.75	\$1,200 - \$42.60	\$1,900 - \$67.45	\$2,600 - \$92.30
\$600 - \$21.30	\$1,300 - \$46.15	\$2,000 - \$71.00	\$2,700 - \$95.85
\$700 - \$24.85	\$1,400 - \$49.70	\$2,100 - \$74.55	\$2,800 - \$99.40
\$800 - \$28.40	\$1,500 - \$53.25	\$2,200 - \$78.10	\$2,900 - \$102.95
\$900 - \$31.95	\$1,600 - \$56.80	\$2,300 - \$81.65	\$3,000 - \$106.50

- **LONG-TERM DISABILITY** ~ Standard Insurance Company

Executive, administrative (budgetary responsibilities), and managerial staff or faculty members who work 20 hours or more per week are eligible to participate. **Your cost is 80¢ per \$100 of your UMC monthly salary.**

A **SUPERWRAP** Option is also available with Mass Mutual for your PRIVATE PRACTICE INCOME. This individual disability policy can be purchased with or without the above mentioned long-term disability plan.

(601) **948-0030**