

**2023-2024**

**ACADEMIC HEALTH SERVICES  
DISABILITY INSURANCE PLAN**



**Student Health Benefits**  
UNIVERSITY OF MINNESOTA

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and resources available to you.**

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# WELCOME

The University of Minnesota is pleased to contract with Foster Klima to provide a Disability Insurance Plan through Guardian to eligible Academic Health Services (AHS) students. Eligible AHS students are automatically enrolled in the Long-Term Disability Insurance Plan.

## BENEFIT HIGHLIGHTS

Disability insurance protects you should an injury or illness occur that leads to inability to work in your field. Your disability insurance coverage while at the University provides you with a tax free monthly benefit as well as a student loan payoff provision (see chart on page 3 for specifics).

Anytime during and up to 60 days after the group plan ends, you are eligible to purchase an individual disability policy through Guardian with **no medical underwriting**. This means you will not be turned down for coverage regardless of your medical history, which is extremely valuable and rare.<sup>1</sup> Contact your Foster Klima representative for more information. To make the most of your coverage, and to be sure that you are aware of deadlines, policies and procedures that affect you, please review the information found in this brochure and on our website carefully.

*Disability may be more common than you think. More than 25% of Americans entering the work force today will become disabled before they retire.<sup>2</sup>*

### Office of Student Health Benefits

#### University of Minnesota

410 Church Street SE, N323

Minneapolis, MN 55455

Phone: 612-624-0627 or 1-800-232-9017

Fax: 612-626-5183 or 1-800-624-9881

umshbo@umn.edu

shb.umn.edu

<sup>1</sup> Any previous decline from Guardian Life would exclude you from eligibility of this guaranteed-issue contract

<sup>2</sup> Social Security Administration Fact Sheet, January 2011

# ELIGIBILITY AND ENROLLMENT

## *While You Are Enrolled at the University of Minnesota*

All students registered for one or more credits in an eligible Academic Health Services program are automatically enrolled in the University-sponsored Long-Term Disability Insurance Plan.

### *How to submit a claim*

To submit a disability claim during your enrollment, please email the Office of Student Health Benefits at [umshbo@umn.edu](mailto:umshbo@umn.edu) and request paperwork for a future claim or leave. For questions about claims paperwork, contact Foster Klima at **612-746-2200** or **Dale Forsythe, disability specialist with Foster Klima, at 612-746-2206 or [dale\\_forsythe@glic.com](mailto:dale_forsythe@glic.com)**.

Foster Klima has a keen perspective of the uncommon challenges you will face today, tomorrow, and throughout your career. In addition to offering the highest quality disability coverage, your Foster Klima representatives are equipped with a full suite of financial planning tools.

### *Additional services:*

- Financial planning & debt reduction
- Retirement planning
- Life insurance and disability income planning
- Student loan repayment options
- Mutual funds and money management
- Fixed and variable annuities

## *Contact your representative to learn more.*

Find your Foster Klima representative and their contact information at [z.umn.edu/ahc-disability](https://z.umn.edu/ahc-disability)

# QUICK REFERENCE BENEFIT CHART

## While You Are Enrolled at the University of Minnesota

2021-2022 Disability Insurance Plan

The following benefits apply to Academic Health Services students while enrolled at the University of Minnesota.

	Medical School and School of Dentistry	College of Veterinary Medicine	College of Pharmacy	Additional Programs
Programs	Biochemistry, Molecular Biology and Biophysics; Bioethics; Biophysical Sciences and Medical Physics; Cellular and Integrative Physiology; Experimental Surgery; Health Informatics; Human Genetics; Internal Medicine; Microbiology; Immunology and Cancer Biology; Neuroscience; Otolaryngology; Pharmacology; Surgery; Toxicology Dentistry; Oral Biology	Comparative and Molecular Biosciences; Veterinary Medicine	Medicinal Chemistry; Pharmaceutics; Pharmacy; Social, Administrative, and Clinical Pharmacy	Medical Laboratory Sciences; Occupational Therapy Mortuary Science; Physical Therapy Dental Hygiene; Dental Therapy Doctor of Nursing Practice; Nursing BSN; Biostatistics; Community Health Promotion; Environmental Health; Epidemiology; Health Care Administration; Maternal and Child Health; Public Health Administration and Policy; Public Health Nutrition; Public Health Practice
Monthly Benefit (all eligible)	\$1,500 years 1, 2 and \$2,000 years 3+	\$1500 all years	\$1,000 years 1, 2 and \$1,500 years 3+	Varies based on program
Elimination Period	90 days	90 days	90 days	90 days
Maximum Benefit Period	Social Security Normal Retirement Age	Social Security Normal Retirement Age	Social Security Normal Retirement Age	Social Security Normal Retirement Age
Total Disability Definition	5 years	5 years	5 years	2 years
Partial Disability Benefits	Yes	Yes	Yes	Yes
Pre-existing Condition Exclusion	3/12	3/12	3/12	3/12
Survivor Benefit	Yes	Yes	Yes	Yes
Student Loan Payoff Provision	Yes, up to \$200,000	Yes, up to \$200,000	Yes, up to \$150,000	Yes, up to \$150,000 for Group E; Yes, up to \$100,000 for Group F
Cost of Living Benefit	Yes, 4% after 12 months	Yes, 4% after 12 months	Yes, 4% after 12 months	Yes, 4% after 12 months
Guaranteed Standard Issue Conversion Option	Yes, to an Individual True Own Occupation Policy available through Guardian Life. Up to \$3,000 for Group A, and up to \$2,000 for Group B of guaranteed coverage is available without underwriting.	Yes, to an Individual True Own Occupation Policy available through Guardian Life. Up to \$2,000 of guaranteed coverage is available without underwriting.	Yes, to an Individual True Own Occupation Policy available through Guardian Life. Up to \$1,500 of guaranteed coverage is available without underwriting.	Yes, to a Group Trust Plan with Guardian Life. A \$1,000 monthly benefit is available without underwriting.

This Quick Reference Benefit Chart is intended as a guide. This summary presents a brief explanation of the long-term disability coverage for Academic Health Services students. It should not be used to determine whether your disability claim will be paid. The written contract governs the benefits available. For plan details, please refer to the Office of Student Health Benefits website at [shb.umn.edu](http://shb.umn.edu).

# ELIGIBILITY AND ENROLLMENT

## *Preparing to Graduate – Guaranteed Standard Issue (GSI) Conversion Option*

As part of your University-sponsored Disability Insurance Plan, you have a time-sensitive and unique opportunity to purchase an individual disability income policy. Like your education, this policy goes with you when you leave the University, and the benefits follow you to wherever life may take you.

### **Highlights of this opportunity include:**

- Tax-free monthly disability benefits
- No medical underwriting
- True Own Occupation definition of total disability with medical specialty language—this policy is portable and you can take it with you after you leave the University.
- Several important optional benefits, including a future increase option rider, a cost of living adjustment rider, a partial disability benefit rider and a catastrophic disability benefit rider.

You may enroll in this guaranteed standard issue option 60 days prior to graduation and up to 60 days after your group coverage ends.

**To learn more about the benefits of purchasing an individual disability policy, contact your designated Foster Klima representative. Find your representative and their contact information at [z.umn.edu/ahc-disability](http://z.umn.edu/ahc-disability).**

## *Learn the Lingo*

An individual disability policy can help keep your household going if you suffer a long-term disability. The terms below are terms you should look for in high-quality policies.

### **Non-cancellable and Guaranteed Renewable**

To avoid the possibility of losing your coverage just when you need it most, choose a policy that's non-cancellable and guaranteed renewable to age 65. This provision will guarantee that as long as your premiums are paid on time, your policy cannot be cancelled, premiums cannot be increased, and policy provisions cannot be changed.

### **True Own Occupation**

A True Own Occupation policy considers you totally disabled—and therefore eligible for benefits—when, solely due to injury or sickness, you are unable to perform the material and substantial duties of your occupation, even if you are gainfully employed in another occupation.

### **Enhanced Partial Disability Benefits**

Through an optional rider, a good policy can provide you with a partial benefit for when you suffer a loss of income as a result of partial (residual) disability—even if you have never previously suffered a period of total disability.

### **Recovery Benefit**

This benefit is important for many medical professionals. It provides a benefit—even if you have recovered—if you continue to suffer a loss of income due to an injury or illness that caused your disability. The best policies have a recovery benefit payable to age 65 or 67.

### **Personalize Your Policy with Riders**

Optional riders offer additional coverage such as Catastrophic Disability Benefits, annual Future Increase Options, student loan and Cost of Living Adjustments (COLA).

# QUICK REFERENCE BENEFIT CHART

## Preparing to Graduate – Guaranteed Standard Issue (GSI) Conversion Option

The following benefits apply to eligible Academic Health Services students after leaving the University of Minnesota. You can enroll in the GSI plan 60 days prior to graduation through 60 days after the group plan ends. Participation in this plan is contingent on enrollment.

	Medical School	School of Dentistry & College of Veterinary Medicine	College of Pharmacy	School of Nursing	Additional Programs
Programs	Biochemistry, Molecular Biology and Biophysics; Bioethics; Biophysical Sciences and Medical Physics; Cellular and Integrative Physiology; Experimental Surgery; Health Informatics; Human Genetics; Internal Medicine; Microbiology; Immunology and Cancer Biology; Neuroscience; Otolaryngology; Pharmacology; Surgery; Toxicology	Dentistry; Oral Biology Comparative and Molecular Biosciences; Veterinary Medicine	Medicinal Chemistry; Pharmaceutics; Pharmacy; Social, Administrative, and Clinical Pharmacy	Doctor of Nursing Practice (DNP), Certified Registered Nurse Anesthetists (CRNA)	Medical Laboratory Sciences; Occupational Therapy Mortuary Science; Physical Therapy Dental Hygiene; Dental Therapy Nursing BSN; Biostatistics; Community Health Promotion; Environmental Health; Epidemiology; Health Care Administration; Maternal and Child Health; Public Health Administration and Policy; Public Health Nutrition; Public Health Practice
Monthly Benefit (for those who have graduated)	\$2,000	\$2,000	\$1,500	\$1,000	\$1,000
Student Loan Rider	\$1,000	\$1,500	\$1,000	\$1,000	Yes, up to \$150,000 lifetime benefit
Elimination Period	90 days	90 days	90 days	90 days	90 days
Maximum Benefit Period	To age 65	To age 65	To age 65	To age 65	Social Security Normal Retirement Age
Total Disability Definition	True Own Occupation Coverage to age 65 with medical specialty language	True Own Occupation Coverage to age 65 with medical specialty language	True Own Occupation Coverage to age 65 with medical specialty language	True Own Occupation Coverage to age 65 with medical specialty language	24-month own occupation definition
Partial Disability Benefit Rider	Yes, only a 15% loss required and 100% income replacement available the first 12 months	Yes, only a 15% loss required and 100% income replacement available the first 12 months	Yes, only a 15% loss required and 100% income replacement available the first 12 months	Yes, only a 15% loss required and 100% income replacement available the first 12 months	Yes
Pre-existing Condition Benefits	N/A	N/A	N/A	N/A	3/12
Mental and/or Substance-Related Disorders Coverage	Yes, 24-month limitation	Yes, 24-month limitation	Yes, 24-month limitation	Yes, 24-month limitation	Yes, 24-month limitation
Partial and Recovery Benefit	Yes, to age 65	Yes, to age 65	Yes, to age 65	Yes, to age 65	N/A
Premiums	Guaranteed Level or Graded Available	Guaranteed Level or Graded Available	Guaranteed Level or Graded Available	Guaranteed Level or Graded Available	Level increases at certain attained ages
Waiver of Premium Benefit	Yes	Yes	Yes	Yes	N/A
Waiver of Elimination Period	5-year recurrent provision	5-year recurrent provision	5-year recurrent provision	5-year recurrent provision	N/A
Cost of Living Adjustment Rider	Yes, 3%	Yes, 3%	Yes, 3%	Yes, 3%	Yes, 3%
Survivor Benefit	N/A	N/A	N/A	N/A	Yes, 3 times last net monthly benefit payment
Additional Coverage Available With Underwriting	Yes	Yes	Yes	Yes	Yes

This Quick Reference Benefit Chart is intended as a guide. This summary presents a brief explanation of the Guaranteed Standard Issue Conversion Option for Academic Health Services students. It should not be used to determine whether your disability claim will be paid. The written contract governs the benefits available. For plan details, please refer to the Office of Student Health Benefits website at [shb.umn.edu](http://shb.umn.edu).



**\*\*Important Information:** We limit the duration of payments for long-term disabilities caused by mental or emotional conditions, or alcohol or drug abuse. We do not pay LTD or STD benefits for charges relating to a covered person: taking part in any war or act of war (including service in the armed forces); committing a felony or taking part in any riot or other civil disorder; or intentionally injuring themselves or attempting suicide while sane or insane. We do not pay benefits during any period in which a covered person is confined to a correctional facility, an employee is not under the care of a doctor, and the employee's loss of earnings is not solely due to disability. This policy provides disability income insurance only. It does not provide "basic hospital," "basic medical," or "major medical" insurance as defined by the New York State Insurance Department. If the plan is new (not transferred): This LTD plan does not pay charges relating to a pre-existing condition. On New York cases, no benefit will be payable until the employee has been insured for 12 consecutive months. At that time, provided the employee remains disabled, he or she becomes eligible to receive benefits for the full plan duration, from that day forward, subject to all plan provisions. A pre-existing condition includes pregnancy and any condition for which an employee, in the three-month period prior to coverage under this plan, consults with a physician, receives treatment, takes prescribed drugs or exhibits symptoms which would cause an ordinarily prudent person to seek medical care or treatment. Please refer to plan documents for specific time periods. Pre-existing condition limitations vary by state. Contract # BSP 214-98. The Guardian Life Insurance Of America.

Disability insurance Policy Forms 181D underwritten and issued by Berkshire Life Insurance Company of America, Pittsfield, MA, a wholly owned stock subsidiary of The Guardian Life Insurance Company of America, New York, NY.

Registered Representatives and Financial Advisor of Park Avenue Securities LLC (PAS). Securities products/services and advisory services are offered through PAS, a registered broker-dealer and investment advisor (612-746-2200). Field Representative, The Guardian Life Insurance Company of America (Guardian), New York, N.Y. PAS is an indirect, wholly owned subsidiary of Guardian. Foster Klima is not an affiliate or subsidiary of PAS or Guardian. 920 Second Avenue South, Suite 1100, Minneapolis, MN 55402. PAS is a member of FINRA, SIPC.

Any student previously declined by Guardian does not qualify for the guaranteed conversion issue offer.

Optional riders are available for an additional premium.

Conversion policies are issued with a 24-month mental- and/or substance-related disorder limitation endorsement.

<sup>1</sup>CDA Personal Disability Quotient (PDQ) calculator, [http://www.disabilitycanhappen.org/chances\\_disability/pdq.asp](http://www.disabilitycanhappen.org/chances_disability/pdq.asp)

<sup>2</sup>Benefit Group E and F have the option to convert to an Group Trust Plan with Guardian Life.