

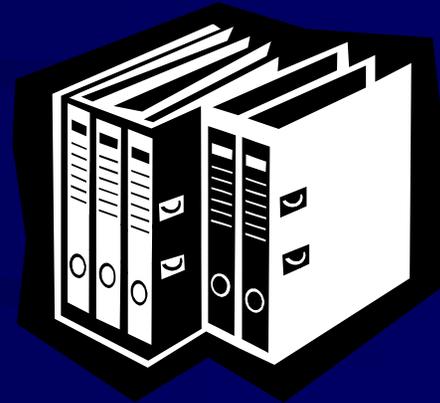
Income Continuation Insurance (ICI)

Supplemental Coverage

Income Continuation Insurance (ICI) Supplemental Coverage

Information covered in this tutorial includes:

- Background
 - Eligibility
 - Coverage Level
 - Effective Date
 - Premiums
 - Enrollment



Background

In January 2004, the Group Insurance Board (GIB) approved a change to the ICI program allowing eligible employees to participate in a voluntary supplemental coverage plan.



Background

The ICI program covers 75% of an individual's wages *up to a benefit maximum of \$4,000 per month* (75% of a \$5,333.33 monthly/\$64,000 yearly salary).



Coverage Level Available

The optional supplemental ICI coverage will allow a benefit maximum of \$7,500 per month (75% of a \$10,000 monthly/\$120,000 yearly salary).



Income Continuation Insurance (ICI)
Supplemental Coverage

Eligibility

If you are *already enrolled* in the ICI program...

and have a salary greater than \$5,333.34, you are eligible to elect supplemental coverage during this special enrollment period. Your employer can confirm your eligibility and provide you with enrollment information.

and have a salary less than or equal to \$5,333.34, but your income increases to greater than \$5,333.34 during the calendar year, you will be eligible for a special enrollment opportunity at the beginning of the following year. Your employer can confirm your eligibility and provide you with enrollment information.

Eligibility

If you are *not yet enrolled* in the ICI program,
but are being offered an enrollment
opportunity...

and have a salary greater than \$5,333.34, you may elect supplemental coverage when you submit your initial enrollment application. Your employer can confirm your eligibility and provide you with information about enrollment.

who has a salary less than or equal to \$5,333.34, but whose income increases to greater than \$5,333.33 during the plan year, the employee will be given an enrollment opportunity at the beginning of the following year. Your employer can confirm your eligibility and provide you with information about enrollment.

Income Continuation Insurance (ICI)
Supplemental Coverage

Effective Date

If you are eligible for supplemental coverage and wish to enroll during the special enrollment period, your coverage will be effective April 1, 2005.

Note: for information on deferred enrollment or enrollment after initial ICI eligibility, see your employer for eligibility and coverage effective dates.



Premiums

If you elect supplemental coverage, you must pay the entire premium for coverage for your salary above \$64,000/year. (There is no employer share above \$64,000/year.)

Note: Since you pay the entire supplemental coverage premium, if you have a future ICI claim, any ICI benefits paid above \$4,000/month will not be taxable.

Your employer can provide you with information on the cost of the premium. Premium information is also available on the ETF Website.

Income Continuation Insurance (ICI)
Supplemental Coverage

Premiums

Employees who elect supplemental coverage must insure their entire salary up to \$120,000/year.

For example, an employee who earns \$120,000 per year cannot elect to cover only up to \$100,000 of their salary; they must pay premiums enough to insure everything between \$64,000 and \$120,000.



Income Continuation Insurance (ICI)
Supplemental Coverage

Enrollment

The initial enrollment period for supplemental ICI coverage is February 21 - March 11, 2005.

Note: Applications for supplemental coverage that are received after March 11 will not be accepted.

Note: If you are eligible for supplemental coverage and decide not to enroll during the initial enrollment period, you will be able to enroll at a later time. An enrollment opportunity for supplemental coverage will be offered at the beginning of each calendar year.

