

Boston College
Benefits Office

October 2024

TO: All Benefits-Eligible Employees
FR: Jack Burke, Benefits Director
RE: Life Insurance - Annual Enrollment for January 1, 2025

Basic Life Insurance, based on annual salary (Annual Benefits Base Rate) is provided to all benefits-eligible employees and is fully paid by the University. We also have optional Supplemental Life and Dependents Life plans, paid for through payroll deductions. The coverage is provided by The Standard Insurance Company.

The Annual Enrollment period is November 1 through November 22, 2024, with changes effective January 1. During this period you have the opportunity to increase your rates for Supplemental and Dependents Life are the same as last year and are guaranteed through December 31, 2025.

To check whether you currently have Supplemental or Dependents insurance, you can go to Agora (My Services) and click 'PeopleSoft Human Resource Services.' Then click on 'Self Service/Personal Information/View Personal Information' and click the 'Benefits Summary' tab. If you have Supplemental Life the coverage amount will be listed. If you have Dependents Life the number of units will be displayed. If you do not have contributory insurance, only "Basic Life" information will appear. This tab is where you will also see your "Annual Benefits Base Rate" (annual salary for Benefits purposes), which will need to be referenced if you are changing your Supplemental Life amount.

- If you currently have Supplemental Insurance coverage, you may increase your current amount by up to one times your Annual Benefits Base Rate in \$1,000 increments, up to a total of \$300,000, without providing medical evidence of insurability. For any amount over \$300,000 or more than one times your annual salary you will be required to submit medical information (Medical History Statement) to be approved by The Standard. The maximum coverage available under the plan is four times your Annual Benefits Base Rate or \$900,000 – whichever is less. [Note: If you take no action, your current coverage will continue]

(see second page)

- If you do not have Supplemental Insurance and would like to enroll, you will be required to complete a Medical History Statement. If approved by The Standard, you may elect coverage up to fourtimes your AnnualBenefits Base Rate, in \$1,000 increments, a maximum \$900,000.
- If you currently have one or two units of Dependents Insurance