



August 15, 2008

Dear Basic Protection Plan Sponsor:

As previously communicated, effective January 1, 2009, the General Board is implementing newly designed long-term disability (LTD) and life insurance plans to replace the Basic Protection Plan (BPP).

What Are the New Plans?

The new plans are fully insured and administered by Unum—one of the leading LTD and life insurance benefit underwriters. The plans are as follows:

- Lay LTD and Life Insurance Plan—for active and retired lay employees, and certain clergy not eligible for the Comprehensive Protection Plan (CPP); and
- Optional Life Insurance Plan—for active lay employees and clergy who are covered by life insurance coverage in the Lay LTD and Life Insurance Plan.

What Does The New Plan Mean for You?

As you may recall from previous communications, the new Lay LTD and Life Insurance Plan may not offer the same coverage level(s) as in BPP—some have been streamlined, and some have been expanded. For example, the three LTD income replacement options (in BPP) have been combined; death benefits are being streamlined; the options that determined benefits based on a percentage of the Denominational Average Compensation (DAC) have been eliminated; and more flat-dollar benefits are available. Premium rates are different, too; many of them are lower than those you are currently paying under BPP.

The enclosed Plan Highlights Sheets illustrate the eligibility and enrollment criteria and coverage levels for the new plans.

What Do You Need to Do?

- **Review the enclosed materials,**
- **Complete and submit an adoption agreement for the Lay LTD and Life Insurance Plan between September 1 and 15, 2008. Agreements must be postmarked no later than September 15.**
 - If you would like to sponsor (elect and pay for) LTD and/or life coverage for your eligible employees, complete the Lay LTD and Life Insurance Plan Adoption Agreement.
 - If you would like to sponsor the Optional Life Insurance Plan, there is no adoption agreement to be completed. Sponsorship of the Lay LTD and Life Insurance Plan for life coverage automatically enables individuals covered by lay life coverage to elect and pay for additional life coverage through the Optional Life Insurance Plan.

What Materials Are Enclosed?

The following materials are enclosed in this kit:

- Lay LTD & Life Insurance Plan Adoption Agreement
- Instructions for Completing the Lay LTD and Life Insurance Plan Adoption Agreement
- Plan Highlights Sheets and Premium Rates
 - Lay LTD & Life Insurance Plan
 - Optional Life Insurance Plan
- Return Envelope

Note: You must submit a completed adoption agreement by September 15, using the enclosed return envelope, for each plan that you are interested in sponsoring. Your BPP elections will not “default” or “carry over” to the new plan; therefore, you must complete an adoption agreement for the new plans.

BPP coverage ends December 31, 2008. If a new adoption agreement is not completed, your eligible participant population in BPP will no longer have coverage as of January 1, 2009.

Exceptions: Individuals receiving disability benefits through BPP as of December 31, 2008, will continue receiving these benefits, and will continue their eligibility for death benefits under BPP (as long as the plan sponsor has elected to continue and pay for such coverage). In addition, BPP participants currently on a leave of absence will remain under BPP until they return to active service, at which time they may become eligible for the new Unum plans.

Questions?

The General Board will host conference calls to review and discuss a draft of the complete adoption agreement. These calls will take place:

- Wednesday, August 27, 2:30 to 4:00 p.m., Central time; and
- Thursday, August 28, 10:00 to 11:30 a.m., Central time

Specific information regarding these calls will be provided via an *On Board Express*. Both calls will cover the same information, so choose the one that suits your schedule. To participate, please call **1-866-205-5235**. When prompted, enter the access code **9325862**, followed by the pound sign (#).

In addition, if you have any questions or would like to discuss the new plans, please contact me Monday through Friday from 8:00 a.m. to 5:00 p.m., Central time, at **1-800-269-2244, ext. 4628** or **tshoemaker@gbophb.org**.

Sincerely,



Terry H. Shoemaker
New Plan Sponsor Coordinator, Health and Welfare Plan Services
General Board of Pension and Health Benefits