



## UNIVERSITY OF MICHIGAN NEW HIRES

Quick Tips for your initial benefit  
enrollment window

### IMPORTANT CONSIDERATIONS

- New salary
- Insurance policies outside of work
- Benefits available through spouse/partner
- Monthly committed expenses
- Insurability concerns



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### LONG TERM DISABILITY

Consider opting into the Expanded Long-Term Disability plan to protect your income. Only new hires are not required to provide proof of insurability.

### LEGAL PLAN

The MetLife Legal Plan provides access to highly qualified legal professionals to assist with estate plan document creation and many more services.

### OPTIONAL LIFE INSURANCE

The University only covers \$30,000 of coverage. For more comprehensive coverage, consider utilizing the Optional Group Term Life Insurance for up to 8 times your salary. Only new hires are not required to provide proof of insurability up to \$650,000 of coverage.

### 403B OPT IN

Although the University's match does not start for 12 months, consider starting your 5% 403B Base contribution to take control of your future financial security.

### FLEXIBLE SPENDING ACCOUNTS

Flexible Spending Accounts can be a great asset for using pre-tax dollars to cover Health Care and/or Dependent care expenses.

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