



## **EMPLOYER-SPONSORED DISABILITY INSURANCE: THE BENEFICIARY'S PERSPECTIVE**

This report explores the role of employer-sponsored disability insurance and an assessment of its impact from the perspective of benefits recipients. The new findings are based on a telephone survey of benefits recipients conducted for the Consumer Federation of America (CFA) and Unum by Mathew Greenwald & Associates in May 2013. The primary objective of this study is to inform workers and employers of the impact a serious illness or injury can have on a person's financial and emotional health and how disability coverage can help to significantly reduce or buffer the negative consequences of not earning a paycheck.

### **Role of Employer-Sponsored Disability Insurance**

According to the Social Security Administration, one in four 20-year olds will become disabled and unable to work before they reach the age of 67.<sup>1</sup> The loss of income resulting from one's inability to work because of serious illness or injury has dire consequences in today's environment. Past research reveals that a large percentage of U.S. workers cannot afford to pay for basic living expenses for an extended period when they are not working. In a 2012 survey sponsored by the Consumer Federation of America and Unum (2012 CFA-Unum), 77% of working Americans reported that they would suffer great or moderate financial hardship if they were unable to work for three months.<sup>2</sup> This is not surprising given that three in four workers (77%) also report that they live paycheck-to-paycheck at least some of the time.<sup>3</sup>

This financial fragility underscores the essential role that disability insurance can play if employees miss work for an extended period because of illness or injury. Workers' compensation replaces lost income if an injury or illness occurs on the job. However, fewer than 5% of disabling accidents and illnesses are work-related. The other 95% are not, meaning workers' compensation doesn't cover them.<sup>4</sup> Furthermore, approximately 90% of long-term disabilities are caused by illnesses rather than accidents.<sup>5</sup>

Disability insurance was created to protect workers from severe financial challenges in the event that they are unable to work for extended periods of time. The public form of disability insurance, Social Security Disability Insurance (SSDI), pays an average of about \$13,500 a year to workers who are totally disabled by illness or injury.<sup>6</sup> But, except

in a small percentage of cases, this federal program only starts payments to approved recipients after they have been unable to work for five months,<sup>7</sup> and then only if they can show they will be disabled for at least one year or that their condition will result in death.<sup>8</sup> And many workers do not qualify for these benefits because they have not worked the required number of quarters prior to becoming disabled, or because they are still earning some income. From 2001 through 2010, 53% of those who applied for SSDI benefits were not approved for the benefits.<sup>9</sup>

Employer-sponsored short term disability insurance (STD) and long term disability insurance (LTD) can provide benefits more quickly after disability interrupts work. LTD benefits often supplement SSDI payments, and, in some cases, provide benefits to workers who may not qualify for SSDI since employer-sponsored plans may have less stringent criteria for considering a person disabled. In 2012, more than 650,000 disabled workers received more than \$9 billion in long term disability benefits through employer-sponsored disability coverage.<sup>10</sup> Annually, more than 1.4 million workers receive short term disability benefits made available by their employers.<sup>11</sup>

According to the Bureau of Labor Statistics, 39% of private industry workers have access to employer-provided short term disability (STD) benefits, and 33% have access to employer-provided long term disability (LTD) benefits.<sup>12</sup> Monthly premiums for group coverage average \$18 for STD and \$25 for LTD<sup>13</sup> and vary based on the level of benefits coverage, how soon the benefits begin, and the number of employees included in the group. Neither STD nor LTD provides for 100 percent replacement of income, and the typical income replacement level for both STD and LTD is about 60 percent. Many employers who do not provide group disability benefits to their employees give them the opportunity to purchase 100% employee-paid coverage at the workplace.<sup>14</sup>

Although individual long term disability policies can be purchased outside of work, these individual policies are not usually accessible to low- or even middle-income workers. They are largely sold through financial advisors who focus on business owners, professionals, and high-income earners and are considerably more expensive than employer-sponsored policies.

Many employees know very little about disability insurance. In the 2012 national survey conducted for the CFA and Unum (2012 CFA-Unum), more than half of employees interviewed said they knew “not very much” or “nothing at all” about this insurance. The 2012 CFA-Unum survey also revealed that workers misunderstand the typical cause of disabilities – not injury, but illness – and underestimate the time lost at work by about one-half. This lack of knowledge helps explain why employees are not more insistent that their employers make disability coverage available to them. However, when they gain greater understanding of disability insurance, nine out of ten workers think employers

should make it available to their employees. And 86% indicate they would be willing to pay half of a \$30-per-month insurance premium.

## **Survey Methodology**

CFA and Unum contracted with independent research firm Mathew Greenwald & Associates to design the study, manage the sample of benefits recipients, administer the survey, and analyze the results. The sample of recipients was drawn from Unum's own customer base. Unum is the leading provider of long term disability insurance,<sup>15</sup> and the groups it covers are largely representative of U.S. employers with regard to industry and number of employees.

To ensure that recipients had sufficient experience to draw on, the sample included only those Unum LTD benefits recipients who had submitted a claim in 2009 or later and had received at least six months of benefits. All individuals in the sample resided in the U.S. and were between the ages of 18 and 65 at the onset of their disability. The final results were weighted by four possible outcomes (still receiving benefits, returned to work, maximum benefit reached, no longer disabled) to reflect the distribution seen among all of Unum's LTD benefit recipients.

Benefits recipients identified using these criteria were mailed a letter explaining the purpose of the survey and offered \$25 for their participation. This communication stressed the confidentiality of the interviews and that neither Unum nor CFA would be able to match up survey responses with the individual who provided them. This emphasis reflected CFA and Unum's concern that, without a strong assurance of confidentiality, some interviewees might be concerned that their responses could affect future benefits. The letter appears to have been successful in creating interest in participation; of those individuals reached by phone, nearly two-thirds (63%) agreed to be interviewed.

The survey questions focused on recipients' life experiences while receiving benefits and did not evaluate specific policies and practices of Unum or of SSDI.

## **Characteristics of Surveyed Recipients**

Mathew Greenwald & Associates completed 407 interviews with benefits recipients. Demographic and insurance characteristics of the sample and of the population of Unum's LTD recipients during the study period identified are provided in Table 1.

**Table 1 Profile of LTD Beneficiaries Surveyed**

<b>Year of claim</b>	<b>Survey Respondents (n=407)</b>	<b>Unum LTD Beneficiaries 2009-2012</b>
2009	26%	28%
2010	29%	30%
2011	28%	31%
2012	17%	12%
<b>Duration of long term benefits</b>		
Less than 1 year	28%	26%
1 year to less than two years	32%	33%
Two years or longer	40%	42%
<b>Outcome</b>		
Open	71%	71%
No longer disabled	18%	18%
Return to work	10%	10%
Reached maximum benefit period	2%	2%
<b>Beneficiary gender</b>		
Male	40%	42%
Female	60%	58%
<b>Age of beneficiary at onset of disability</b>		
18 to 39	12%	16%
40 to 49	26%	25%
50 to 59	48%	42%
60 to 69	14%	18%
<b>Household income at start of disability*</b>		
Less than \$30,000	20%	n/a
\$30,000 to \$49,999	28%	n/a
\$50,000 to \$99,999	37%	n/a
\$100,000 or more	15%	n/a
<b>Household income when receiving benefits*</b>		
Less than \$30,000	48%	n/a
\$30,000 to \$49,999	23%	n/a
\$50,000 to \$99,999	21%	n/a
\$100,000 or more	8%	n/a
<b>Other income sources while receiving benefits (multiple responses allowed)</b>		
Income from spouse/partner	41%	n/a
Income from other sources beyond benefits SSDI	27%	n/a

\* Among those reporting income

The profile of surveyed beneficiaries is in itself instructive.

- Recipients are more likely to be women (58%) than men (42%). The chances of missing work for extended periods because of injury or illness rise with age; 62% of the recipients in the survey were 50 or older at the onset of disability.
- Prior to disability, recipients' household incomes reflected those of average Americans, with just over half (52%) having household incomes of \$50,000 or more. (The median U.S. household income in 2011 was \$50,054.<sup>16</sup>) While disabled and receiving benefits, 29% of the households had income of \$50,000 or more.
- At the time of the interview, seven in ten (71%) respondents were still receiving benefits. One quarter (27%) were considered no longer disabled, including 10% who had returned to work. The remaining 2% had reached the limit of benefits provided by their policy.

To better understand recipients' circumstances, additional information was collected during the interview on their living and benefits situation.

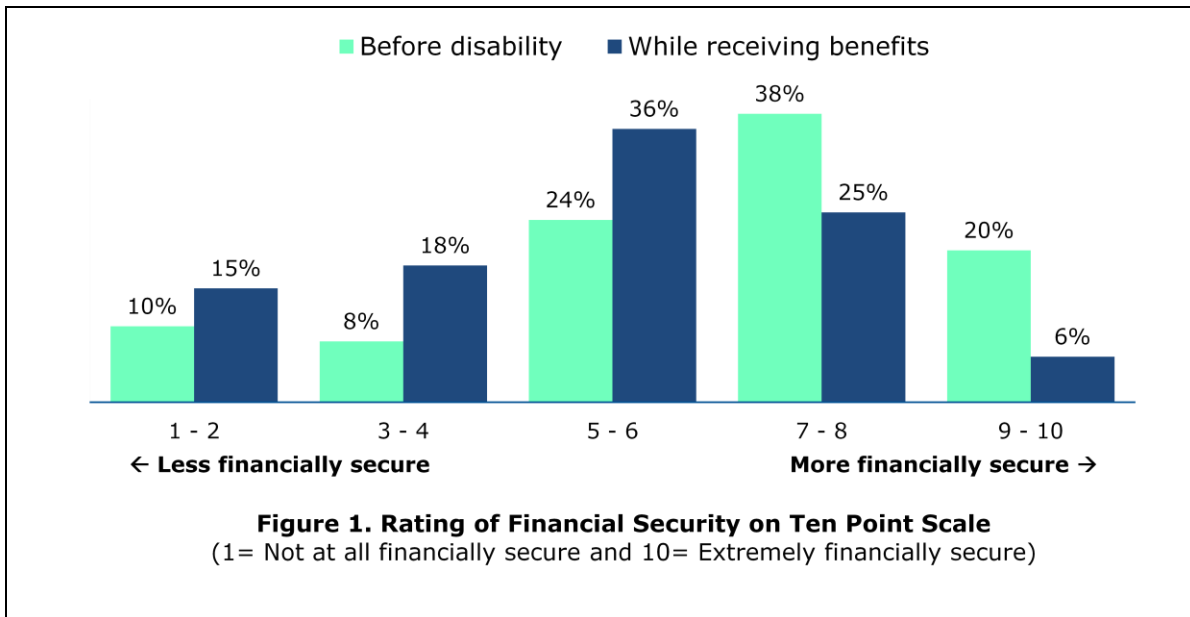
- A large percentage of recipients surveyed (43%) are living alone or with dependent children. Many of those who lived with a spouse or partner (57%) benefited from an additional wage-earner during the period of disability (72% of those married/partnered).
- While 30% of respondents did not incur any lapse of income between the time they stopped working and when their long term disability benefits began, one in four (26%) endured more than two months without any income. Consistent with this finding, more than two-thirds of the respondents (69%) reported that they received short term disability benefits.
- Half (50%) of the recipients interviewed were receiving SSDI payments. Among these recipients, one in three (32%) had waited at least one year from the time they became disabled before receiving their first SSDI payment.

# Survey Findings

## Financial Impact

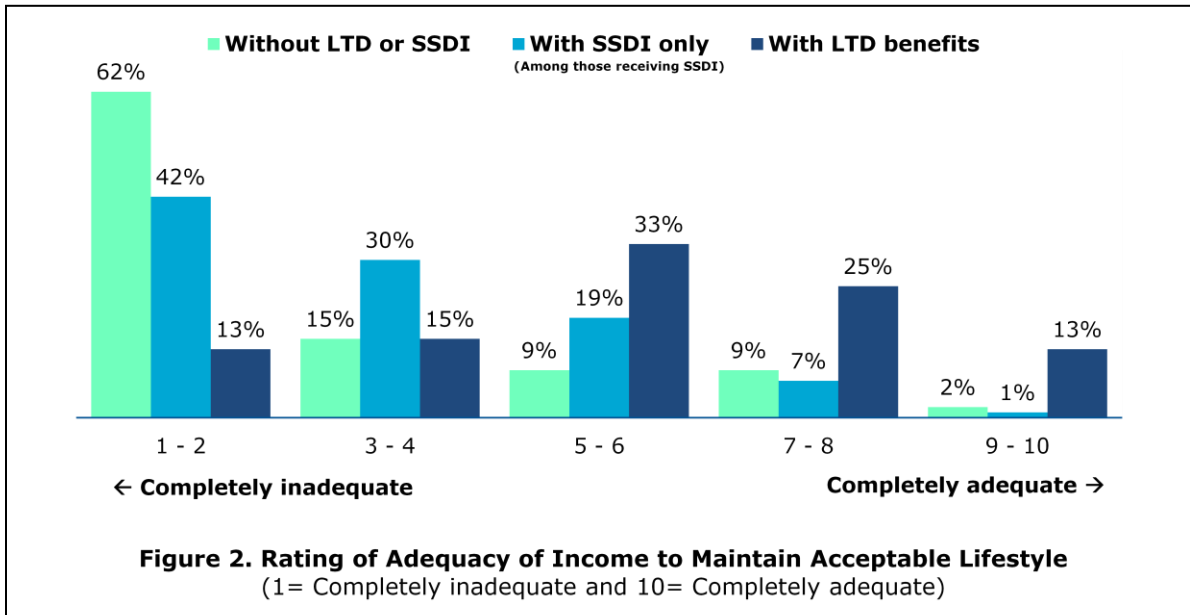
While most beneficiaries reported that their lifestyles had certainly been altered as a result of their reduced income since they became disabled, many acknowledged that their employer-sponsored benefits were critical in sparing them and their families from great loss.

The extent to which LTD payments buffered the impact of disability can be seen in respondents' ratings of their financial security before and during their disability (see fig. 1). A majority of the respondents (58%) indicated that they had a positive view of their financial security before their disability (assigning ratings of 7 to 10 on a 10-point scale), while only 18% assessed their financial security as weak (with ratings of 1 to 4 on the same scale). This distribution shifts markedly downward when they describe their situation after being disabled and receiving benefits, but it is notable that two-thirds (67%) still rated their sense of financial security at 5 or greater.



And, recipients clearly saw their lifestyle as much better than it would have been if they had not received the benefit payments. Figure 2 shows how recipients evaluated the adequacy of their employer-sponsored benefits to maintain an acceptable lifestyle compared to how adequate they believed their income would have been if they had not received these benefits either prior to receiving their SSDI payments, or later in addition to SSDI (if applicable). While most (71%) considered their LTD benefit payments at least somewhat adequate (rating them 5 or higher) to maintain an acceptable lifestyle, only 27% thought that SSDI on its own would be at least somewhat adequate. And without any income replacement benefits (neither LTD nor SSDI), the majority (77%) recognized

that they simply would not be able to maintain an acceptable lifestyle (gave ratings of 1 to 4).



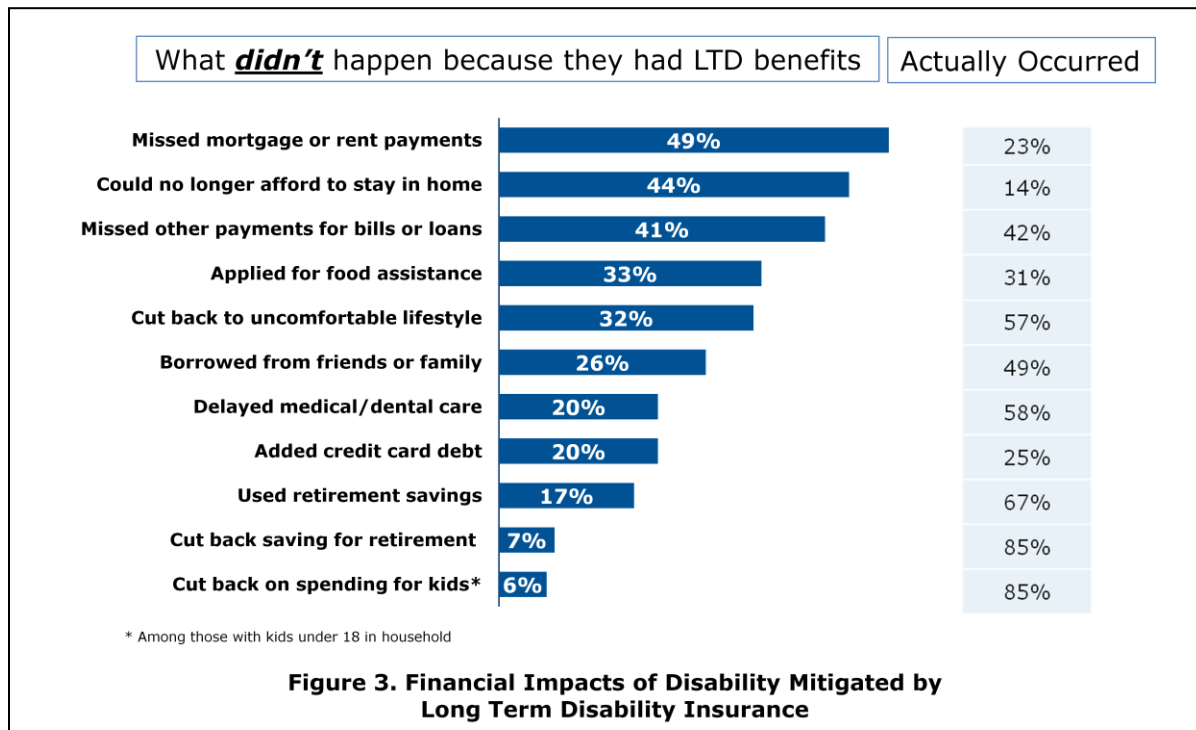
While almost all recipients still experience considerable sacrifices in their lifestyle due to their reduced income, disability benefits clearly mitigate many of the negative impacts (see fig. 3).

- The ability to stay in one’s home and continue to make mortgage or rent payments on a regular basis emerged as the most prominent ways that employer-sponsored benefits helped maintain stability in recipients’ lives. Forty-four percent believed that without their employer-sponsored disability benefits they would no longer have been able to afford to stay in their home. And although 23% had missed a mortgage or rent payment, an additional 49% said they would have missed payments if they were not receiving their employer sponsored disability benefits.
- One in three (31%) had applied for food assistance, but an additional 33% said they would have applied were they not receiving the employer-sponsored benefits.
- 42% missed at least one payment for bills or consumer loans, but without disability benefits, an additional 41% said they would have missed payments.

Having reduced incomes while on disability did mean that most recipients needed to adjust their lifestyles and priorities, and there were clearly sacrifices.

- 85% cut back or completely stopped saving for retirement.

- Of those with children, 85% cut back on saving and/or activities for them.
- Two-thirds (67%) used savings that were intended for retirement.
- 58% skipped or delayed some medical, dental, or vision care for themselves or family members.
- 57% said they had to cut back on spending “to the point of an uncomfortable lifestyle.”



The extent of the financial desperation many said they would have felt without the employer-sponsored disability payments is revealed in respondents’ comments:

*“Oh my, it would be awful; we're just barely making it now. I don't know what I would do as far as groceries, bills. With all our bills it doesn't add up. I don't know how it would have affected my family life. I'd have been screwed. That's the honest truth.”*

—Married/partnered male, 40-49

*“I probably would have been on the street. I had no way to support myself. I had no income. I certainly would have lost the house. How do you feel when you have absolutely nothing? Extremely depressed.”*

—Single female, 50+

*“I would have been forced to declare bankruptcy. I would have lost probably my house and my cars. It would have meant economic devastation. We probably*



*would have been forced to move in and live with my mother. I would have felt anger, shame, disappointment, the entire range of negative emotions. I was never unpaid.”*

*—Married/partnered male, 50+*

*“I couldn't live, I couldn't pay rent. I would have been homeless. There would have been no other source of income for me to buy stuff or pay bills. I can't work and have no other benefits. I would have tried to sleep on couches, but there was no guarantee that would have worked out or for how long.”*

*—Single male, under 30*

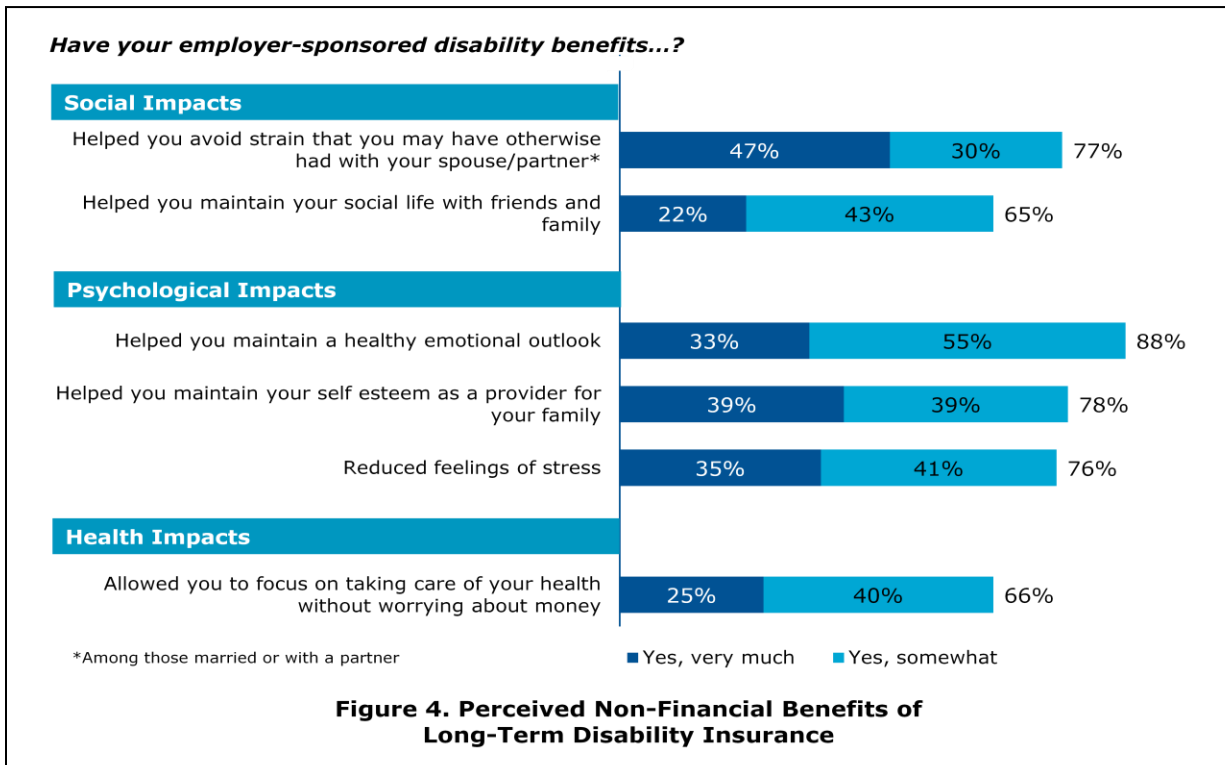
*“I would have lost my home. I would have been living in a shelter with my daughters and been homeless. I wouldn't be able to afford food, or gas for the car to get them to school. I would have felt pretty depressed; I probably would have been suicidal.”*

*—Single female, 40-49*

## **Non-Financial Impact**

In addition to the positive impact that the LTD disability payments had on their financial circumstances, recipients reported social, psychological and health-related benefits as well (see fig. 4).

- Most notably, recipients largely agreed that receiving the benefits helped them to maintain a healthy emotional outlook (88%). The benefits helped them maintain their self esteem as a provider for their family (78%) and for most helped reduce feelings of stress (76%).
- Among those who were married or partnered, most felt that the benefits helped alleviate them avoid strain in their relationship (77%). And, for many the benefits aided their ability to maintain their social life with family and friends (65%).
- The benefits also allowed most recipients to focus on their health without worrying about their finances (66%). ***In fact, two out of three (68%), agreed that their health would have been worse without their LTD payments.***



In their comments, many described the crippling impact of depression and feelings of utter dependency that being without an income would have created.

*“I probably would have gone off the deep end. My whole life was working. I think it probably saved my mental health as well. It would have been too much to bear with the health problems I have.”*

—Single female, 50+

*“Without the benefit payments there would have been home pressures. It was a significant stressor. I would have felt dependent, where I don’t have control of my life, trapped, child-like. If your self worth is tied into your job and you add home stress, it’s overwhelming. Loss of financial independence is devastating.”*

—Married/partnered female, 40-49

*“I would have been depressed and angry because I have worked all my life. And I’ve never had to use the system; welfare, food stamps. I’ve never had to use them. I’ve been a contributor to the system.”*

—Married/partnered female, 50+

*“The benefits have absolutely saved me from going over the edge emotionally. It is extremely devastating to have something like this happen to you when you don’t see it coming.”*

*—Single female, 50+*

*“We would have struggled financially and the stress it would have taken on our lives... I would have felt awful, scared, stressed.”*

*—Married/partnered male, under 30*

## **The Most Vulnerable Groups**

The survey results indicate that the benefits may be especially critical to a number of groups defined by demographics and coverage (see table 2).

- Households that have lower household income (<\$50K) before the disability occurs rely more heavily on the benefits they receive and continue to face significant financial challenges. The LTD benefits were instrumental in allowing half (49%) of the recipients with lower household income to stay in their homes. One in five (19%), however, could no longer afford to stay in their home even with the income from the employer-sponsored disability payments. Almost half (48%) of the recipients in this group had applied for food assistance and had missed bill/loan payments (50%). In contrast, only 17% of those with household incomes of \$50,000 or more prior to their disability had applied for food assistance, and 37% of this group had missed payments on bills and loans.
- Those who are not married or partnered are especially dependent on the benefits, and many remain financially vulnerable. As sole providers, often with dependents, their situation is particularly precarious as most of them are also starting from a lower household income. Half of this group (50%) said they would have had to move if they had not received the benefits, and 20% had already been forced to move. Four in ten (41%) had already applied for food assistance, and almost two-thirds (64%) indicated that they had skipped or delayed medical or dental visits due to their financial situation. Loss of the home was much less of a threat to married/partnered recipients, and fewer (24%) had applied for food assistance.
- Younger recipients (under 50) indicate greater reliance on the benefits than older recipients, likely because they had less savings to draw from. Half (51%) of the younger recipients indicated that they would have had to move out of their home without the benefits. They were more likely to have missed mortgage/rent payments (35%) as well as other bills and loan payments (53%). And, six in ten (60%) had borrowed from their friends and family compared to 42% of older recipients.

- The longer a recipient goes without income, the more serious their financial challenges become. Fortunately, most of the recipients had short term disability coverage in addition to long term coverage and did not experience much, if any, lapse in income between when they stopped working and when they started to receive their long term disability benefits. One in four (26%) respondents, however, went more than two months without any income before receiving their LTD benefits. Without the income from short term disability coverage, these respondents were more likely to have missed bill (54%) and mortgage (36%) payments than those who went only a brief time, if at all, without income.

**Table 2 Comparison of Impacts based on Demographic and Coverage Variables**  
(Results are shown only for significant differences)

Impact		Age When Disabled		Married/ Partner		Household Income		Time unpaid (in months)	
		<50	50+	Yes	No	<\$50K	\$50K+	<=2	>2
Missed mortgage/rent payment(s)	If no benefits*	47%	50%	49%	49%			56%	32%
	Did occur	<b>35%</b>	15%	19%	<b>28%</b>			17%	<b>36%</b>
Moved out of home	If no benefits	<b>51%</b>	39%	39%	<b>50%</b>	49%	41%		
	Did occur	18%	12%	10%	<b>20%</b>	<b>19%</b>	11%		
Missed bill/loan payment(s)	If no benefits	36%	44%			40%	42%	44%	33%
	Did occur	<b>53%</b>	36%			<b>50%</b>	37%	39%	<b>54%</b>
Applied for food assistance	If no benefits	30%	34%	35%	30%	30%	36%	34%	28%
	Did occur	<b>43%</b>	24%	24%	<b>41%</b>	<b>48%</b>	17%	27%	<b>41%</b>
Cut back to uncomfortable lifestyle	If no benefits	27%	35%			24%	<b>40%</b>	<b>36%</b>	21%
	Did occur	<b>63%</b>	53%			<b>68%</b>	45%	52%	<b>68%</b>
Borrowed from friends or family	If no benefits	24%	27%	24%	27%	21%	29%	28%	19%
	Did occur	<b>60%</b>	42%	42%	<b>57%</b>	<b>63%</b>	37%	44%	<b>57%</b>
Skipped or delayed medical care	If no benefits			20%	19%	19%	22%		
	Did occur			53%	<b>64%</b>	<b>65%</b>	51%		
Took on more credit card debt	If no benefits			18%	21%	17%	22%	<b>23%</b>	12%
	Did occur			<b>29%</b>	20%	21%	<b>31%</b>	26%	26%

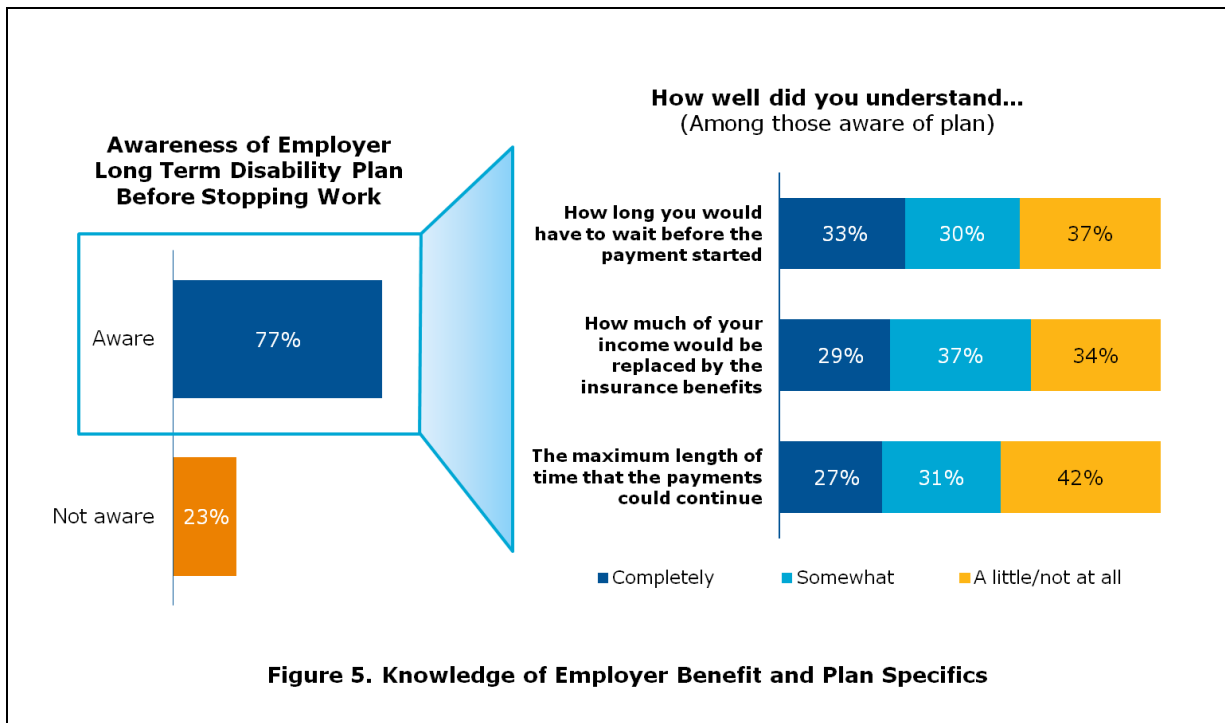
\* Results shown on the “If no benefits” rows are in response to the question: “Without your LTD benefits, would you have (impact)?”

## Recipient Views of Disability Insurance

Nearly all beneficiaries felt fortunate that they had been covered by employer-sponsored disability insurance (93%), and many (58%) agreed that the disability benefits caused them to feel more favorable toward their employer. The vast majority (95%) agreed that because of their experience, they would encourage other people to get disability insurance through their employer.

*“I would just like to say that any employer that offers disability insurance shows they care. To me that’s very important because your life can change.”*  
 —Single male, 50+

Most (87%) recipients agreed, however, that employers should do a better job of explaining the disability plans offered to employees, as many lacked a full understanding of the key features of their coverage prior to their disability. ***A notable percentage of beneficiaries (23%) were not even aware that they had coverage prior to their disability.*** Of those who were aware, many did not fully understand when payments would start, how much of their previous income would be replaced and how long they could expect their payments to continue (see fig. 5).



*“It was a very, very nice surprise. I had worked at my employer for 28 years and I didn’t know that I had this benefit.”*  
 —Married/partnered female, 50+

*“The insurance shouldn’t be so secretive. Inform the employees more about it and their options.”*

*—Married/partnered male, <50*

Recipients clearly believe that a lack of employee knowledge and awareness should not get in the way of employees having access to this valuable benefit. Most respondents (85%) agreed that employers should automatically enroll new employees in disability insurance, allowing them to opt out of this coverage if they do not want it. And as many (85%) agreed that government should inform the public about the risk of becoming disabled and its costs.

*“I’m glad they made me take it. Because it wasn’t a volunteer thing, and I didn’t think that way.”*

*—Married/partnered female, <50*

## **Summary of Findings**

Without employer-sponsored long term disability payments, the vast majority of beneficiaries did not believe their income would have been adequate to maintain an acceptable lifestyle, even if they were receiving SSDI. Although there was a downward shift in respondents’ feelings of financial security compared to how they reported feeling before their disability, most recipients of these benefits felt at least somewhat secure financially.

When recipients were asked to describe what their life would be like without the benefits, they focused primarily on the dire financial circumstances that would ensue. They also frequently mentioned how the benefits had helped assuage emotional suffering, had allowed them to maintain an independent life, and how they were better able to continue their medical care.

LTD benefits play a critical role in ensuring that recipients can continue to make their mortgage or rent payments and stay in their homes. The benefits also allow many to keep paying their other bills and loans and mitigate the need to seek food assistance.

Long term disability benefits do not replace 100% income. Thus, many recipients must adjust their lifestyles, and many make sacrifices. Most recipients had used retirement savings for their living expenses and had delayed medical or dental care. Given their new reality, most had cut back or had stopped saving entirely for their retirement or saving and/or activities for their children.

Certain groups are particularly at risk and may require additional benefits considerations. These include younger workers, single heads of household and those with incomes less than \$50,000. Additionally, the results show that those without interim income from short term disability benefits or other sources are particularly challenged.

Recipients felt fortunate that they had the coverage and tended to look more favorably on their employer because of the benefits. However, they thought that employers could do a better job of explaining the benefits to their workers. A substantial proportion had not even been aware that they had the coverage before they needed to use the benefits. Consistent with this, a large majority agreed that employers should automatically enroll new employees in their optional disability insurance plans, while allowing them to opt out should they choose to. They also saw a role for the government in informing the public about the risk of becoming disabled and its financial impact.

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<sup>1</sup> Social Security Administration, "Basic Facts" (Feb. 7, 2013; accessed Mar. 20, 2013), <http://www.ssa.gov/pressoffice/basicfact.htm>.

<sup>2</sup> Consumer Federation of America and Unum, *Employee Knowledge and Attitudes about Employer-Provided Disability Insurance* (2012).

<sup>3</sup> CareerBuilder.com, "Percentage of U.S. Workers Living Paycheck to Paycheck Reaches Recession-Era Low, Finds CareerBuilder Survey" (Aug. 15, 2012; accessed Jul. 3, 2013), <http://www.careerbuilder.com/share/aboutus/pressreleasesdetail.aspx?sd=8%2f15%2f2012&id=pr711&d=12%2f31%2f2012>.

<sup>4</sup> Council for Disability Awareness, *Long-Term Disability Claims Review*, 2012, [http://disabilitycanhappen.org/chances\\_disability/disability\\_stats.asp](http://disabilitycanhappen.org/chances_disability/disability_stats.asp)

<sup>5</sup> Council for Disability Awareness, "Chances of Disability: Me, Disabled?" (2012; accessed Jun. 19, 2013), [http://www.disabilitycanhappen.org/chances\\_disability/disability\\_stats.asp](http://www.disabilitycanhappen.org/chances_disability/disability_stats.asp).

<sup>6</sup> Social Security Administration, "Monthly Statistical Snapshot" (May 2013; accessed Jun. 19, 2013), [http://www.ssa.gov/policy/docs/quickfacts/stat\\_snapshot/](http://www.ssa.gov/policy/docs/quickfacts/stat_snapshot/).

<sup>7</sup> Social Security Administration, "Waiting Period for Social Security Disability" (2013; accessed Jun. 21, 2013) [http://ssa-custhelp.ssa.gov/app/answers/detail/a\\_id/151/~waiting-period-for-social-security-disability](http://ssa-custhelp.ssa.gov/app/answers/detail/a_id/151/~waiting-period-for-social-security-disability).

<sup>8</sup> Social Security Administration, "Disability Planner: How You Qualify for Social Security Disability Benefits" (2013; accessed Jun. 21, 2013), <http://www.ssa.gov/dibplan/dqualify.htm>.

<sup>9</sup> Social Security Administration, *Annual Statistical Report on the Social Security Disability Insurance Program, 2011* (2012).

<sup>10</sup> Council for Disability Awareness, *2013 Long-Term Disability Claims Review* (2013). Represents over 75% of the commercial disability insurance marketplace.

<sup>11</sup> Council for Disability Awareness, *2012 Long-Term Disability Claims Review*, unpublished data. (2012).

<sup>12</sup> Bureau of Labor Statistics, "National Compensation Survey: Employee Benefits in the United States, March 2012" (accessed Jun. 19, 2013), <http://www.bls.gov/ncs/ebs/benefits/2012/ownership/private/table12a.pdf>.

<sup>13</sup> Unum internal data, 2013.

<sup>14</sup> LIMRA, *Voluntary Benefits: A Focus on Employer Trends* (2011).

<sup>15</sup> Gen Re, *U.S. Group Disability Market Survey 2012* (2013).

<sup>16</sup> Source: U.S. Census Bureau, *Income, Poverty, and Health Insurance Coverage in the United States: 2011* (2012).