



## NORTH CAROLINA Office of *State Human Resources*



# NCFlex Employee Session – Group Term Life

November 2021

# Agenda

- What is Group Term Life
- Evidence of Insurability – when is it needed
- Cost of the Plan
- Additional Benefits
- Continuation Options
- Resources

# Group Term Life

- Administered by Voya
- Pure Term Life – no accumulated cash value
- Spouse & dependent coverage available (on a post tax basis)
- Additional Plan Benefits
  - Accelerated Death Benefit – with Continuous Confinement Benefit Option
  - Funeral Planning & Concierge Services
  - Disability Waiver of premiums
- Insurance Amounts
  - Employee/Spouse: Choice of \$20,000 to a maximum of \$500,000 in increments of \$10,000  
*(spouse coverage cannot exceed 100% of your elected amount)*
  - Child(ren): Choice of \$5,000 or \$10,000

# What is Term Life Insurance?

- Term life pays a benefit while you are covered under the plan.
- It accumulates no cash value but can be less expensive than permanent (whole or universal) life insurance.
- “Term” plans typically end after a certain amount of time, however, the NCFlex plan can continue as long as you continue premiums, however, if still paying at age 75, will reduce by ½ (premium and coverage).
- Premiums increase over time as your age increases (5 year bands), age 70 being the last increase.

# Group Term Life – Evidence of Insurability

- Newly Eligible or Qualifying Life Event
  - EOI not required if increase consistent with event, up to the Guaranteed Issue amount (employees up to \$200,000 & spouse up to \$50,000)
- Annual enrollment
  - Currently enrolled employees/spouse may increase election by \$20,000 without EOI (employees up to \$200,000 & spouse up to \$50,000)
  - Late entrants: Employees who had the opportunity to enroll previously but did not, may elect up to \$20,000 of coverage on themselves and \$20,000 on their spouse without having to provide EOI (*if you have not been previously denied*)
  - Child coverage can be added at annual enrollment without having to provide EOI

# Group Term Life – Monthly Cost

Employee Age	Monthly Rates*/ \$1,000 Coverage	Monthly Cost for Sample Coverage Amounts		
		\$20,000	\$50,000	\$100,000
0 – 24	\$0.04	\$ .80	\$2.00	\$4.00
25 – 29	\$0.05	\$1.00	\$2.50	\$5.00
30 – 34	\$0.07	\$1.40	\$3.50	\$7.00
35 – 39	\$0.08	\$1.60	\$4.00	\$8.00
40 – 44	\$0.09	\$1.80	\$4.50	\$9.00
45 – 49	\$0.13	\$2.60	\$6.50	\$13.00
50 – 54	\$0.22	\$4.40	\$11.00	\$22.00
55 – 59	\$0.40	\$8.00	\$20.00	\$40.00
60 – 64	\$0.64	\$12.80	\$32.00	\$64.00
65 – 69	\$1.27	\$25.40	\$63.50	\$127.00
70 – 74	\$2.06	\$41.20	\$103.00	\$206.00
75+	\$2.06	\$41.20	\$103.00	\$206.00

- Rates based on your age as of January 1 of the current plan year
- Spouse rates are based on your (employee) age
- Child(ren) rates
  - \$0.68 for \$5,000 of coverage
  - \$1.36 for \$10,000 of coverage

# Group Term Life – Accelerated Death Benefit

- Provides a benefit upon diagnosis of a terminal illness or a condition as follows:
  - **When diagnosed with a terminal illness:** If you have been diagnosed with a terminal illness and have fewer than six months to live, you can receive 50 percent of the death benefit while living.
  - **When diagnosed with a condition requiring continuous confinement:** If you have a medical condition that is reasonably expected to require continuous confinement in an institution, and you are expected to remain there for the rest of your life, you can receive 50 percent of the death benefit while living.
- Learn more on [www.ncflex.org](http://www.ncflex.org) in the Term Life section, there is an [Accelerated Death Benefit Flyer](#).

# Group Term Life – Funeral Benefit

- Through the Voya Group Term Life plan, you also have access to Funeral Planning, Will Prep, and Concierge Services with Everest.
- Learn more with the Funeral Planning flyer – [www.ncflex.org](http://www.ncflex.org), Group Term Life tile, then “Plan Information Certificates, and more” - <https://oshr.nc.gov/media/3545/open>
- To use the services:
  - Visit [www.everestfuneral.com/voya](http://www.everestfuneral.com/voya), under new user, enter your email address and “State of North Carolina” as the employer name.
  - Create a password and complete your profile.
  - Access “Planning Tools”

# Group Term Life – Waiver of Premium

- If you become totally disabled prior to age 60, you may be eligible to have your life insurance premium waived.
- This only applies to the employee coverage.
- The waiver ends at age 70.
- Contact LifeHelp if you would like to apply.

# How and When to Enroll (or make changes)

- When:
  - Within 30 days of becoming a New Hire, Newly Eligible, or when you experience a Qualifying Life Event (i.e. marriage, birth, divorce, your spouse loses similar coverage)
  - During Open Enrollment in the Fall
- Where:
  - Enrollment Platform linked on our website, through your HR Portal, or call the customer service number for the Enrollment Platform (1-855-859-0966).
- EOI may be required (Evidence of Insurability = medical questions).
- If both you and your spouse are eligible to elect this coverage as an NCFlex eligible employee:
  - You must elect coverage on yourself, as an employee, not as a dependent.
  - You cannot double cover children – only one eligible employee may choose Family option to cover children.

# Continuation of Term Life Plan

- If you leave employment for retirement or any other reason, or you lose eligibility to participate in NCFlex benefits:
  - This plan is portable if you are not yet 70 or converted.
  - If you are 70 or over, this plan can be converted to a whole life policy. The whole life policy builds cash value and the premiums do not change as you get older. Premium rates for conversion are generally more expensive than ported term life.
- Reach out to Voya customer service (LifeHelp) at 1-877-464-5111 to continue the plan and inquire about cost.

# NCFlex Resources

- Website – [www.ncflex.org](http://www.ncflex.org)
  - Pages on each individual benefit
    - Certificates, claim forms, flyers on benefits
  - Enrollment Guide
- Email - [ncflex@nc.gov](mailto:ncflex@nc.gov)
- Voya Financial (LifeHelp Customer Service)
  - 1-877-464-5111
  - <https://claimscenter.voya.com>

# Questions?