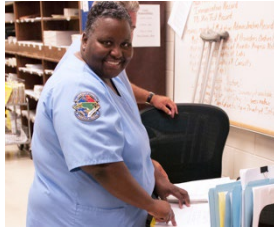
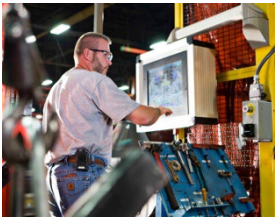




NORTH CAROLINA Office of *State Human Resources*



NCFlex Employee Session – Group Term Life and AD&D

November 2022

Agenda

- Group Term Life
 - What is Term Life Insurance
 - Evidence of Insurability – when is it needed
 - Cost of the Plan
 - Additional Benefits
- AD&D
 - What is AD&D Insurance
 - AD&D Benefit Amounts
 - Cost of the Voluntary Plan
 - Additional Benefits
- Continuation Options
- Resources

Group Term Life

- Administered by Voya
- Pure Term Life – no accumulated cash value
- Spouse & Child(ren) 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 premium
- Insurance Amounts
 - Employee/Spouse: Choice of \$20,000 to a maximum of \$500,000 in increments of \$10,000
 - Child(ren): Choice of \$5,000 or \$10,000

What is Term Life Insurance?

- Term life insurance pays a benefit in the event of a covered person's death.
- Accumulates no cash value.
- Usually, is less expensive than permanent (whole or universal) life insurance.
- “Term” life plans typically end after a specified amount of time - the NCFlex plan can continue as long as you pay premiums. However, if still paying at age 75, coverage and premium will reduce by ½.
- Premiums increase over time as your age. Increases are in 5-year “age bands” with age 70 being the last increase.

Group Term Life – Evidence of Insurability

- Newly Eligible or Qualifying Life Event
 - EOI is not required if adding or increasing up to the Guaranteed Issue amount.
 - Employee coverage up to \$200,000 and Spouse coverage up to \$50,000.
 - EOI is required for amounts OVER the Guaranteed Issue amounts above.
 - Documentation for Qualifying Life Events must be provided.
- Annual Enrollment
 - Currently enrolled employees/spouse may increase elections by \$20,000 without EOI up to: employees up to \$200,000 & spouse up to \$50,000.
 - Late entrants: Employees who had the opportunity to enroll themselves and/or their spouse previously but did not - may elect \$20,000 of coverage on themselves and/or \$20,000 on their spouse without having to provide EOI.
 - 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 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% 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% of the death benefit while living.
- Learn more on www.ncflex.org, in the Life Insurance section, click the [Accelerated Death Benefit Flyer](#).

Group Term Life – Funeral Benefit

- Through the NCFlex Group Term Life plan, you also have access to Funeral Planning, Will Prep, and Concierge Services with Everest.
- Learn more on www.ncflex.org, in the Life Insurance section, click the [Funeral Planning Flyer](#).
- To use these services:
 - Visit www.everestfuneral.com/voya, under new user, enter your email address and “State of North Carolina” as the employer's name.
 - Create a password and complete you profile.
 - Access “Planning Tools”

What is AD&D Insurance?

- Accidental Death and Dismemberment insurance a very low-cost plan that pays a benefit if you die or are seriously injured as the result of a covered accident.
 - Exclusions are listed in the guide and certificate.
 - This insurance should NOT take the place of Life Insurance which pays benefits due to sickness and/or accident.
- Includes accidents on or off the job.
- **Core AD&D is FREE** - employee only coverage - \$10k in coverage.
 - You must enroll to have this coverage.
- **Voluntary AD&D** – low cost and pre-taxed – employee only or employee family options available.

AD&D Benefit Amounts

For loss of:	Percentage of the AD&D benefit amount paid is ...
Life	100%
Sight of both eyes	100%
Speech and hearing of both ears	100%
Both hands or both feet	100%
One hand and one foot	100%
Either hand or foot	50%
Sight of one eye	50%
Speech or hearing of both ears	50%
Hearing of one ear	25%

For the following conditions...

Quadriplegia	100%
Paralysis of three limbs	85%
Paraplegia/hemiplegia	75%
Paralysis of one limb	50%

Family Principal Sum

If you elect family coverage, the plans pay a percentage of your benefit amount if your spouse and/or children die or are seriously injured as the result of an accident, as follows:

Family Member	Percentage of your AD&D benefit amount paid is
Spouse	50%
Children	10% each child

Cost of the Voluntary AD&D Plan

Please note: At age 75, the amount of coverage and premium will decrease 50%.

Principal Sum	Employee Only	Employee and Family
\$50,000	\$0.90	\$1.30
\$100,000	\$1.80	\$2.60
\$150,000	\$2.70	\$3.90
\$200,000	\$3.60	\$5.20
\$250,000	\$4.50	\$6.50
\$300,000	\$5.40	\$7.80
\$350,000	\$6.30	\$9.10
\$400,000	\$7.20	\$10.40
\$450,000	\$8.10	\$11.70
\$500,000	\$9.00	\$13.00

Voluntary AD&D - Additional Benefits

- Voluntary AD&D
 - Summary of Additional benefits, minimum election of \$50,000 (\$.90/month EE Only or \$1.30/month EE+Family)
- Surgical Reattachment Benefit
- Coma Benefit
- Accidental HIV Benefit
- Burn Disfigurement Benefit
- Rehabilitation Benefit*
- Therapeutic Counseling Benefit*
- Adaptive Home & Vehicle Benefit*
- Accidental In-Hospital Indemnity Benefit*
- Custodial Care Benefit*
- Seat Belt Benefit*
- Air Bag Benefit*
- Criminal Assault Benefit*
- Common Disaster Benefit*
- Survivor's Benefit* (*family option only*)
- Education Benefit* (*family option only*)
- Spouse Training Benefit* (*family option only*)
- Child Care Benefit* (*family option only*)

Voluntary AD&D – Example 1

EE1: Married with 2 children ages 2 and 4

DOT worker for 6 years

\$500,000 in Vol AD&D EE + Family

\$10,000 Core AD&D EE Only

*Paralyzed from the neck down, while working, when his truck collided with another vehicle that was being pursued. The person in the other vehicle was intoxicated and charged with felony flee to elude arrest, assault with a deadly weapon, a reckless driving, amongst other charges.

Amount:	Benefit:
\$24,000	Therapeutic Counseling
\$5,000	Adaptive Home/Vehicle Benefit
\$2,000	In-hospital Indemnity
\$24,000	Custodial Care
\$25,000	Criminal Assault Benefit
\$8,000	Child Care Benefit
\$500,000	Vol AD&D – Full Amount – Quadriplegia
\$10,000	Core AD&D – Full Amount – Quadriplegia
<u>\$598,000</u>	<u>Total Potential Benefits Payable</u>

Total premiums paid by EE1, if he enrolled as a new hire, 6 years ago.

- \$13.00/mo @ 72 mo. = \$936 Vol AD&D
- \$0.00/mo @ 72 mo. = \$0 Core AD&D

*Documentation must be submitted, services rendered, claims approved etc. before benefits are actually paid.

**Benefits are payable even if the accident did not result in a death.*

Voluntary AD&D – Example 2a

EE2: Married with 3 children ages 10, 16 and 19

SHP Trooper 20 years

\$10,000 Core AD&D

*Died – Motor Vehicle Accident while in pursuit of an impaired driving suspect.

Suspect has been charged and convicted in the death of this Trooper amongst other crimes.

Amount:	Benefit:
\$10,000	Core AD&D – Full Amount – Quadriplegia
<u>\$10,000</u>	<u>Total Potential Benefits Payable</u>

Total premiums paid by EE2 if he enrolled as a new hire, 20 years ago.

- \$0.00/mo @ 240 mo. = \$0 Core AD&D

*Documentation must be submitted, services rendered, claims approved etc. before benefits are actually paid.

AD&D - Voya Travel Assistance

- Direct access to prompt medical emergency assistance when traveling more than 100 miles from home, providing enhanced security.
- You and your covered dependents have toll-free or collect-call access to the Voya Travel Assistance customer service center or access to the services provided on the website 24 hours/day, 365 days/year – from anywhere in the world.
- Printable Flyer with wallet card located in AD&D section of ncflex.org.

Worldwide Emergency Travel Assistance Services provides four types of services:

- Pre-Trip Information
- Emergency Personal Services
- Medical Assistance services
- Emergency Transportation Services

Travel Assistance - Continued

Pre-trip information

These valuable services help you start your trip the right way. Voya Travel Assistance can provide you with important, up-to-date travel information including:

- Immunization requirements
- Visa & passport requirements
- Foreign exchange rates
- Embassy/consular referral
- Travel/tourist advisories
- Temperature & weather conditions
- Cultural information

Emergency personal services

In the event of an unexpected situation of a non-medical nature, Voya Travel Assistance offers access to several valuable services, including:

- Urgent message relay
- Interpretation/ translation services
- Emergency travel arrangements
- Recovery of lost or stolen luggage or personal possessions
- Legal assistance and/ or bail bond

Travel Assistance - Continued

Emergency transportation services*

Should you need medical care or assistance while traveling, Voya Travel Assistance can help. When deemed medically necessary by a Voya Travel Assistance- designated physician, evacuation and transportation to the nearest adequate medical facility that can properly treat your condition will be arranged and paid for on your behalf. Additional transportation services include:

- Visit of family member or friend
- Return of traveling companion
- Return of dependent children
- Return of vehicle
- Return of mortal remains

* The services listed above are subject to a maximum total payment of \$150,000.

Medical assistance services include:

- Medical referrals for local physicians and dentists
- Medical case monitoring
- Prescription assistance and eyeglass replacement
- Arrangement and payment of emergency medical services (up to \$10,000 with a written guarantee of reimbursement from the eligible participant)

Waiver of Premium

- If you become totally disabled prior to age 60, you may be eligible to have your 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 these coverages 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 the Family option to cover children.

Continuation of Term Life and AD&D Plans

- If you leave employment for retirement or any other reason, or you lose eligibility to participate in NCFlex benefits:
 - These plans are portable if you are not yet age 70.
 - For Group Term Life, 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
 - Pages on each individual benefit
 - Certificates, claim forms, flyers on benefits
 - Enrollment Guide
- Email - ncflex@nc.gov
- Voya Financial (LifeHelp Customer Service)
 - 1-877-464-5111
 - <https://claimscenter.voya.com>

Questions?