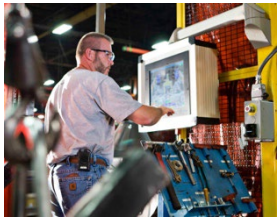




# NORTH CAROLINA Office of *State Human Resources*



## **NCFlex Employee Session – Group Term Life and AD&D** (Non-University Employees Only)

February 2025

# 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
- Updating Beneficiaries
- Continuation Options
- Resources

# What is Term Life Insurance?

- Term life insurance pays a lump sum benefit in the event of a covered person's death.
- Accumulates no cash value.
- No vesting requirements.
- Usually, is less expensive than permanent (whole or universal) life insurance.
- Term life insurance typically ends after a specified amount of time or at the end of the "term".
- Premiums increase over time as you age.

# NCFlex Group Term Life Insurance

- Administered by Voya.
- Spouse & Child(ren) coverage available, on a post-tax basis.
- Coverage can continue as long as you are active at work and premiums are paid.
- Premiums are based on the employee's age as of January 1st each year.
- Premiums increase in 5-year age bands with the last increase at age 70.
- Coverage and premiums reduce to 50% for employees and covered spouses on January 1<sup>st</sup> after the employee's 75<sup>th</sup> birthday.
  - Coverage cannot be increased at annual enrollment once it starts reducing due to age.
- Coverage 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.

# 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 \$10,000 or \$20,000 without EOI up to \$200,000 for employees and \$50,000 for spouses.
  - Late entrants or 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 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 Rider

- Pays you 50% of the coverage amount, while you are living, if you have a qualifying event.
  - Also pays you 50% of your spouse’s coverage amount, while they are living, if they have a qualifying event.
- Qualifying Events:
  - **When diagnosed with a terminal illness:** If a covered person has been diagnosed with a terminal illness and has fewer than six months to live without a reasonable chance of recovery.
  - **When diagnosed with a condition requiring continuous confinement:** If a covered person has a medical condition that is reasonably expected to require continuous confinement in an institution and are expected to remain there for the rest of their life.
- Coverage is reduced by the amount paid.
- Receipt of this benefit may be a taxable event.
- Learn more on [www.ncflex.org](http://www.ncflex.org), in the Life Insurance section, click the [Accelerated Death Benefit Flyer](#).

# Group Term Life – Waiver of Premium Benefit

- Premiums can be waived while you are totally disabled and meet certain requirements.
  - Total disability must begin before your 60<sup>th</sup> birthday.
  - Covered under the policy on the date you become totally disabled.
  - All premiums are paid up to the date the Waiver of Premium is approved by Voya.
- To learn more, review the certificate of insurance at [ncflex.org](http://ncflex.org), in the Life Insurance section
- To apply for Waiver of Premium
  - Contact LifeHelp at 1-877-464-5111 or [ncflex@lifehelp.com](mailto:ncflex@lifehelp.com)



# Group Term Life – Bereavement Support

- Coverage with the Group Term Life plan, includes access to Bereavement Support, including Funeral Planning and Will Preparation
- Services Include but are not limited to:
  - Obituary creator
  - Grief resources
  - Help claiming benefits
  - Probate and estate administration
- Learn more on [www.ncflex.org](http://www.ncflex.org), in the Life Insurance section, click the Bereavement Support flyer in [English](#) or [Spanish](#)

# What is AD&D Insurance?

- AD&D = Accidental Death and Dismemberment
- AD&D insurance pays a benefit in the event of a covered person's death or serious injury if the result of a covered accident.
- Will NOT pay benefits for death due to sickness or illness.
- Usually, a very low-cost insurance plan for large amounts of coverage.
- Typical AD&D insurance covers accidents on or off the job.

# NCFlex AD&D Insurance

- Administered by Voya.
- 2 plans available:
  - Core AD&D – FREE
    - Employee only coverage available.
    - \$10,000 in coverage.
    - You must enroll to have this coverage.
  - Voluntary AD&D – low cost and pre-taxed
    - Employee only or employee family options available.
    - \$50,000 up to \$500,000 in coverage.
    - Premiums start at \$0.90 per month.
- Benefits payable for covered accidents on or off the job.
- Premiums are not age banded.
- Coverage and premiums reduce to 50% on January 1<sup>st</sup> after the employee's 75<sup>th</sup> birthday.
- This insurance should NOT take the place of Life Insurance which pays benefits due to sickness and/or accident.

# 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%

# Voluntary AD&D – Monthly Cost

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

- At age 75, the amount of coverage and premium will decrease to 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

# Voluntary AD&D - Additional Benefits

- Voluntary AD&D
  - Summary of Additional benefits, minimum election of \$50,000 (\$.90/month Employee Only or \$1.30/month Employee + 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
<b><u>\$598,000</u></b>	<b><u>Total Potential Benefits Payable</u></b>

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
<b><u>\$10,000</u></b>	<b><u>Total Potential Benefits Payable</u></b>

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.



# Voluntary AD&D - Waiver of Premium

- Premiums can be waived while you are totally disabled and meet certain requirements.
  - Total disability must begin before your 60<sup>th</sup> birthday.
  - Covered under the policy on the date you become totally disabled.
  - All premiums are paid up to the date the Waiver of Premium is approved by Voya.
- To learn more, review the certificate of insurance at [ncflex.org](http://ncflex.org), in the Life Insurance section
- To apply for Waiver of Premium
  - Contact LifeHelp at 1-877-464-5111 or [ncflex@lifehelp.com](mailto:ncflex@lifehelp.com)

# Voya Travel Assistance

- **Benefit included with enrollment in the Accident and/or either AD&D plans**
- Direct access to prompt assistance or services when traveling 100 miles or more from your primary residence or in another country.
- [Printable Flyer](#) with information located at [ncflex.org](http://ncflex.org).
- If traveling for personal or for work, consider registering ahead of time.
  - [imglobal.com/member](http://imglobal.com/member), select “Create an account”, enter referral code: VOYATRAVEL, click “continue”

# Voya Travel Assistance (cont.)



## Emergency Medical Transport Services

- Dispatch of a Physician
- Emergency Medical Evacuation
- Medical Repatriation
- Return of Dependent Children
- Return of Travel Companion
- Vehicle Return Services
- Visit of a Family Member or Friend
- Repatriation of Remains



## Medical Assistance Services

- Convalescence Arrangements
- Outpatient & Inpatient Care
- Interpretation Services
- Medical Monitoring
- Medical & Dental Referrals
- Prescription Transfer & Shipping
- Replacement of Medical Devices



## Travel Assistance Services

- Emergency Cash Transfer
- Consulate and Embassy Location
- ID Theft Assistance
- Legal Referrals
- Lost Luggage and/or Document Assistance
- Pet Housing and Return
- Pre-Trip Informational Services
- Urgent Message Relay

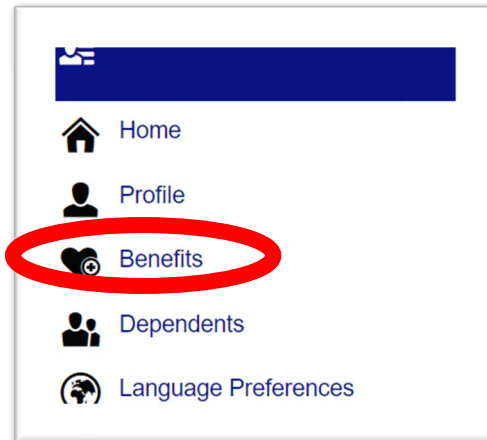


## Security Assistance Services

- Emergency Political Evacuation/ Repatriation
- Location Intelligence App
- Natural Disaster Evacuation

# Updating Beneficiaries


- Beneficiaries for NCFlex Benefits are designated on the enrollment platform (<https://www.shpnc.org/ebenefits> and choose your location)
  - Once logged in, click “Benefits” in the upper left-hand corner:




- Can be named for Cancer, Critical Illness, AD&D, and Group Term Life
  - University employees will need to access the Empyrean platform.


# Updating Beneficiaries cont.


You will be taken to a list of your current benefits, scroll down to the benefit you want to change the beneficiary for and click “Edit” beside of the beneficiary(ies) listed **or click “Add” if no beneficiary is designated yet:**

 **Your NCFlex Cancer coverage**  
2023 NCFlex High Option Cancer

Effective Date: 01/01/2023

Persons Covered: 

Beneficiaries:  [Edit](#)

[Edit coverage](#) [Show Plan Details](#) 

# Updating Beneficiaries cont.

- On the next screen, you can edit, add, or remove a beneficiary. Make sure the box is checked on the left if using that person. Make sure the Allocation for both Primary and Secondary equals 100%

## NCFlex Cancer: Beneficiary information

Please select the beneficiaries for this benefit, specifying whether they are Primary or Secondary as well as the allocation percentage(s).

Note: When replacing an existing beneficiary with a new one, first deselect the beneficiary, add the new beneficiary, then adjust the allocation percentage accordingly.

Use	Name	Relationship	Date of Birth	SSN/ID	Beneficiary Type	Allocation %	Actions
<input checked="" type="checkbox"/>	[Redacted]	spouse	12/22/1978		Primary	100	Edit
<input checked="" type="checkbox"/>	[Redacted]	Child	08/26/2013	[Redacted]	Secondary	50	Edit
<input checked="" type="checkbox"/>	[Redacted]	Child	11/18/2016	[Redacted]	Secondary	50	Edit

Add Beneficiary

### Please Note:

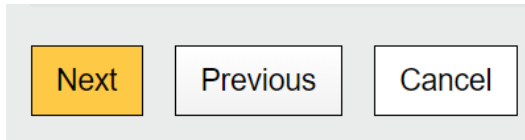
Secondary beneficiaries will receive proceeds in the event that all primary beneficiaries are no longer living.

Next Previous Cancel

LL

# Updating Beneficiaries cont.

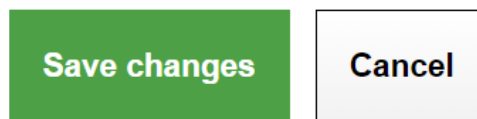
- Once done, click “Next”



- And then click “Save” on the next page



- You will be taken back to a list of your benefits, where you can edit another benefit’s beneficiary(ies) or you can click “Save Changes” if done



# 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 Annual 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 to cover children.



# Continuation of Term Life and AD&D Plans

- If you leave employment for any reason, including retirement, or you lose eligibility to participate in NCFlex benefits:
  - **Portability:** Term Life and Voluntary AD&D
    - Term Life: must port prior to age 70, AD&D: can port at any age
    - Same cost as you pay now
  - **Conversion:** Term Life **Only**
    - Converts to a whole-life policy
    - No EOI is required when converting coverage
    - Builds cash value
    - Premiums do not change with age – are generally more expensive than ported coverage
- Continuation Information and Rates
  - Contact LifeHelp at 1-877-464-5111 or [ncflex@lifehelp.com](mailto:ncflex@lifehelp.com)

# 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
  - [ncflex@lifehelp.com](http://ncflex@lifehelp.com)

# Questions?