

## Voluntary Benefits Plans Offered

During Open Enrollment all benefit eligible employees may participate in four enhanced benefit plans. These plans are Short Term Disability, Life Insurance, Accident insurance, Hospital Insurance, Cancer Insurance, dental wellness plan, and Long Term Care Insurance. This coverage is designed to enhance any current benefits you may have. These programs pay tax free cash directly to you, if someone is ever sick or hurt and cannot work. Voluntary benefit representatives are available to review coverage options and premiums.

Appointments can be scheduled through the benefit website.

Some highlights of the program are:

### **Aflac: Short Term Disability**

1. **Guaranteed Issue**
2. **No Health Questions or Physicals**
3. **Protect your paycheck! Covered Day 1 for Accidents off the job and from the 14th day for Sickness on and off the job (includes maternity leave)**
4. Benefits paid are Tax Free
5. 12/12 Pre-existing condition for newly enrolled employees
6. Benefits are fully portable at the same rate FOREVER
7. Maternity leave includes 6 weeks for a standard delivery, 8 weeks for a C-Section

### **Aflac: TERM Life**

1. Your insurance will remain intact, regardless of market conditions, as long as the premiums are paid
2. Guaranteed Death Benefit: The death benefit you select is guaranteed up to age 85.
3. Portable: Your plan may be paid for individually in the event you leave employment or retire.
  1. Premiums and benefits do not change.
  2. Builds Cash Value: As long as premiums are paid, Universal Life insurance builds cash value over the years. This cash may be borrowed in case of emergencies but it is recommended that it be left in place to provide *paid-up* life insurance.
  3. Spouse / Dependent Coverage: Coverage available on simplified basis.

### **Aflac: Accident Insurance**

1. Guaranteed Issue
2. Protects you and your family in case of injuries due to accidents on and off the job.
3. Pays cash benefits directly to you to help pay for the extra expenses incurred after an accident.
4. Cash to help pay for everyday expenses.
5. Protects against injuries as small as a cut or a splinter, all the way up to major car accidents.
6. Includes a \$40,000 Accidental Death benefits for you and a spouse, \$12,500 for kids
7. Wellness benefit- Receive \$60 at the end of every year just for getting a physical
8. Premiums are deducted *pretax*, and any benefits paid are still *tax free*.
9. Rates are fully portable and will never change.

### **Aflac: Hospital Insurance**

1. Protects you and your family in case of any accidents or illnesses that lead to hospitalization.
2. Covers surgeries- in-patient and out-patient (for example colonoscopy, wisdom teeth, etc.)
3. Covers Maternity- Average payout is \$1700 for standard delivery, \$2700 for C-Section.
4. Wellness benefit- Receive \$50 at the end of every year just for getting a physical.

5. Rates are fully portable and will never change.
6. Premiums are deducted *pretax*, and any benefits paid are still *tax free*.

**Aflac: Cancer Insurance**

1. This plan pays directly to you to help with all the extra expenses that occur when you or a family member are diagnose with cancer.
2. Such as insurance deductibles, co pays, lost time from work, travel expenses and lodging (for treatment out of your area) etc.
3. Pays a \$5,000 initial sum, with everything else being based on treatment-ex: \$900/week for chemo, \$500/week for radiation, \$10,000 for bone marrow transplant, \$500/week for experimental treatment, etc.
4. Wellness benefit- Receive \$75/year per person on the policy, just for getting any sort of cancer screening.

**Aflac: Dental Wellness Insurance**

1. This benefit is payable for you of any Covered Person for anyone treatment listed, per visit. This benefit is payable once per visit, regardless of the number of treatments received. To be payable, dental wellness visits must be separated by 150 days or more.
2. This benefit is payable twice per policy year, per covered person. The treatment must be performed by a dentist or dental hygienist. There is no waiting period for this benefit.

**Trans America Long Term Life Insurance:**

**How It Works At death:**

1. Pays death benefit to beneficiary
2. For Terminal Illness: Advances up to 75% of death benefit while living
3. For Facility Nursing or Home Health Care: Advances 4% of death benefit/month for Long Term Care costs (25 months)
4. Extension of Benefits: Extends the 4% of benefit/month for Long Term Care for additional 25 months
5. When death benefit is depleted by Long Term Care benefits, the policy provides a paid-up policy at 25% of original face value

**Example: \$100,000 policy**

6. Employee dies: Payout =\$100,000
7. Employee diagnosed w/terminal illness: Payout = Up to \$75,000 while still living
8. Employee requires Long Term Care: Payout = \$4,000/month for 25 months, then Extension of Benefits pays \$4,000/month for an additional 25 months.
9. Premium payments waived during Long Term Care.
10. Final paid-up value of policy = \$25,000
11. Long Term Care benefits paid after a 90-day elimination period