

# VOLUNTARY BENEFITS

**NEW\*\*\*2025 OPEN ENROLLMENT**



**Gallagher**

Insurance | Risk Management | Consulting

# Voluntary Benefits

New for 2025, we are offering Supplemental Health Benefits through Voya:

Accident

Critical Illness

Hospital Indemnity



- **Pays you directly**, so you can choose how to spend the money
- **Pays you for a covered event**, regardless of other coverage in place
- **No pre-existing conditions & guaranteed coverage** without any medical questions
- **Allows you to take coverage with you** no matter where you work
- **\$50 or \$60 wellness benefit paid to you** for completing your primary care preventive visit

# Accident Insurance

# Accident Insurance

- Accident Insurance is a supplemental health benefit that helps fill the gaps not covered by a medical plan, such as deductibles, co-pays, and prescriptions
- The amount paid depends on the type of injury and care received
- Payments are made directly to the insured to use at their discretion

**25 million**

ER visits are related to injuries **from accidents**<sup>†</sup>



## What types of services are covered?

Accident insurance pays you for a variety of injuries and medical services including, but not limited to:

### Injuries:

- Fractures
- Burns (2nd & 3rd degree)
- Concussions
- Lacerations
- Broken Teeth

### Medical services:

- Ambulance (ground, air, or water)
- Emergency Room Visits
- Medical Tests
- Medical Appliances
- Physical Therapy

# Accident Insurance



## Claims Example: Soccer Injury

Emily's 15-year-old daughter Katie was injured in a soccer tournament.

- An ER visit and scans revealed a torn ACL and meniscus, requiring surgery
- Emily got a benefit check for Katie's covered treatments – to spend on anything she chooses, such as co-pays and other expenses



Emergency room	\$200
X-ray	\$75
Knee Cartilage Repair Surgery	\$800
Outpatient Surgery benefit	\$225
Knee Dislocation	\$2,500
Physician follow-up (six visits @ \$50 ea.)	\$300
Physical therapy (six visits @ \$35 per session)	\$300
Organized Sports Benefit (additional 25%)	\$1,100
<b>Total benefits paid</b>	<b>\$5,500</b>

Coverage for	Monthly Premium
Employee Only	\$5.99
Employee + Spouse	\$9.88
Employee + Child(ren)	\$11.89
Family	\$15.78

# Critical Illness Insurance

# Critical Illness Insurance

- Critical Illness Insurance pays a lump sum cash benefit directly to the insured when diagnosed with a severe illness
- This benefit is a supplemental health benefit that helps fill the gaps not covered by a medical plan, such as deductibles, co-pays, and prescriptions

Every **40 seconds** someone has a stroke in the U.S.<sup>†</sup>



## What types of services are covered?

Critical Illness insurance pays you for a variety of medical conditions including, but not limited to:

- Alzheimer's Disease
- Cancer – invasive or in situ
- Coma
- Coronary Artery Disease (severe)
- Heart Attack
- Major Organ failure
- Renal (kidney) failure
- Paralysis
- Stroke

# Critical Illness Insurance

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## Coverage Amounts

- **Employee:** \$5,000, \$10,000, \$15,000, \$20,000, \$25,000 or \$30,000
- **Spouse:** 50% of employee election
- **Children:** 50% of employee election (Child coverage included in EE rate)

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## Diagnosis Requirement

- Diagnosis must occur after effective date

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## Additional Occurrence Benefit

- 100% benefit
- 3 month separation period for same illness, no separation for other illness

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## Other Plan Features

- No benefit reduction as you age
  - Guarantee Issue
  - Wellness Benefit of \$50 per calendar year
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# Critical Illness Insurance

Cost Example	Amount
Medical insurance deductible	\$1,500
Out-of-pocket expenses over 6 months	\$3,500
Alternative treatments (not covered by medical plan)	\$4,500
Transportation to medical appointments	\$750
Lodging near treatment facility	\$1,370
Partner's lost wages	\$4,500
<b>Total out-of-pocket expenses</b>	<b>\$16,120</b>
<b>CI Benefit</b>	<b>\$30,000</b>

## Claims Example: Cancer Diagnosis

Elected \$30,000 of coverage

Unexpected costs:

- Co-insurance for chemotherapy
- Co-pays for doctor's visits
- Hair prosthetics
- Travel to specialists
- Alternative treatments
- Partner took time off work to give care



# Critical Illness Insurance

Employee Monthly Attained Age Premiums						
Coverage Amount	Age Band					
	<25	25-29	30-34	35-39	40-44	45-49
\$10,000	\$2.90	\$3.50	\$4.50	\$5.90	\$8.00	\$10.20
\$20,000	\$5.80	\$7.00	\$9.00	\$11.80	\$16.00	\$20.40
\$30,000	\$8.70	\$10.50	\$13.50	\$17.70	\$24.00	\$30.60

Employee Monthly Attained Age Premiums					
Coverage Amount	Age Band				
	50-54	55-59	60-64	65-69	70+
\$10,000	\$12.60	\$17.50	\$18.20	\$26.40	\$37.60
\$20,000	\$25.20	\$35.00	\$36.40	\$52.80	\$75.20
\$30,000	\$37.80	\$52.50	\$54.60	\$79.20	\$112.80

# Hospital Indemnity Insurance

# Hospital Indemnity Insurance

- Hospital Indemnity Insurance pays for admission and days spent in a hospital or intensive care unit
- The amount paid is based on the amount of time the insured spends in the hospital
- Payments are paid directly to the insured to use at their discretion

55%

of U.S. households struggle to pay their medical bills in a given year.<sup>\$</sup>



## What types of services are covered?

Hospital Indemnity insurance pays you for a variety of medical services including, but not limited to:

- Hospital Admissions
- Daily In-Hospital Stays
- Intensive Care Unit Admission
- Daily Hospital Intensive Care Unit Stays

# Hospital Indemnity Insurance

All benefits require treatment by a physician in the ER or a patient room for at least 24 hours

Benefit Type	Benefit Amount
Hospital Admission	\$1,500/calendar year <ul style="list-style-type: none"><li>• maximum 8 per calendar year</li></ul>
Daily Hospital Confinement	\$150 per day <ul style="list-style-type: none"><li>• maximum 30 days per stay</li></ul>
Daily ICU Confinement	\$300 per day <ul style="list-style-type: none"><li>• maximum 10 days per stay</li></ul>
Wellness Benefit	\$50 per insured per calendar year

## Claims Example:

Henry had his appendix removed, which required a three-day hospital stay.

- His Hospital Indemnity coverage paid a benefit check directly to him
- He chose how to spend the money – to help with medical co-pays or expenses like meal delivery and rideshares



# Hospital Indemnity Insurance

Benefit	Amount
Hospital Admission	\$1,500
Daily Hospital Confinement (\$150 x 3)	\$450
<b>Total benefits paid</b>	<b>\$1,950</b>

Coverage for	Monthly Premium
Employee Only	\$20.40
Employee + Spouse	\$34.89
Employee + Child(ren)	\$28.67
Family	\$43.16

