



This benefit does not require re-enrollment each year.

Group Term Life

NCFlex is offering Voluntary Group Term Life Insurance administered by Voya Financial and underwritten by ReliaStar Life Insurance Company.

Voluntary Group Term Life Insurance pays a benefit to your beneficiary(ies) if you die while covered under the policy. Please note that this is strictly a life insurance policy that provides a benefit if you die. There is no accumulated cash value. An employee may not be covered as both an employee and a dependent.

Coverage Options

Employee & Spouse*

- \$20,000 to a maximum of \$500,000 in \$10,000 increments
(spouse coverage cannot exceed 100% of employee's elected amount)

Child(ren)*

- \$10,000 without EOI for 2018

*Employee must be enrolled to cover spouse/child(ren).

Enrollment/Evidence of Insurability Options

Evidence of Insurability (EOI) may be required when enrolling in this plan to determine if coverage will be granted. EOI consists of health questions that may include your current health status, medical history, and family medical history.

New Employee: May elect \$20,000 up to \$200,000 on yourself and \$20,000 up to \$50,000 on your spouse without EOI.

Existing Employee during Annual Enrollment: If you/your spouse are not currently enrolled in the group term life coverage during this annual enrollment period, you/your spouse may purchase \$20,000 of coverage on a guaranteed issue basis (if you were not previously denied coverage). Amounts over \$20,000 require EOI.

If you/your spouse are currently enrolled in Group Term Life, you may add either \$10,000 or \$20,000 of additional coverage at each annual enrollment up to the guaranteed issue amount of \$200,000 for employees and \$50,000 for spouse (no EOI required).

Existing Employee outside of Annual Enrollment: If you experience a qualifying life event that allows you to add or increase your life insurance amount, you will be subject to EOI.

Child(ren) coverage: May elect \$10,000 without EOI for 2018.

Submitting EOI

If EOI is required, Voya Financial will mail the appropriate EOI form to your address on file. This form must be completed, signed, and returned to Voya Financial for review.

Monthly Cost and Coverage

The monthly premium for you and/or your dependent spouse is based on the age of the covered employee as of January 1 of the current plan year. The following chart outlines the cost of coverage per \$1,000 increment based on age. An employee may not be covered as both an employee and a dependent and children may not be dually enrolled.

Employee/Dependent Spouse

Your 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

Child(ren)

\$0.68 for \$5,000 of coverage for child(ren)

\$1.36 for \$10,000 of coverage for child(ren)

If electing employee-only coverage, premiums will be deducted on a pre-tax basis.

If electing employee plus dependent coverage, premiums for the employee and dependent(s) will be deducted on a post-tax basis.

Underwritten by ReliaStar Life Insurance company, policy form LPOOGP. Rates shown are guaranteed until 12/31/2021.

When Coverage Begins

Newly Eligible

If you are a new hire and enroll for coverage of \$200,000 or less, your coverage will begin on the first day of the month following your date of hire. You must enroll within 30 days of your hire date.

If you have to submit EOI as part of your enrollment, your coverage will begin the first of the month on or following the date your EOI is approved.

Existing Employees

Annual Enrollment: If you enroll for coverage during annual enrollment and your EOI is approved prior to January 1, your coverage will be effective January 1, 2018. If your EOI date of approval is after January 1, 2018, your coverage will be effective on the first of the month following the date your EOI is approved.

If you are on disability, you may enroll when you return to active status.

Life Event: If EOI is not required, coverage begins on the 1st of the month following the life event. If EOI is required, coverage begins on the 1st of the month following the date your EOI is approved.

Disability Waiver of Premium

If you become totally disabled prior to age 60, as defined under the policy and satisfy certain conditions, ReliaStar Life waives the life insurance premium that becomes due while you are totally disabled. (This includes spouse and child(ren) coverage.)

Premiums are waived until the earlier of:

- The date you are no longer disabled, or
- The date you do not give ReliaStar Life proof of total disability when asked; or the date you turn age 70.

Your Benefit After Age 75

Your benefit will be reduced to 50% if you are still employed with NC State Government after age 75.

Note: Once the coverage is reduced due to age, the insured is no longer able to increase coverage.

Funeral Planning and Concierge Services

Funeral planning services allow employees to contact professionals who will help with funeral planning for themselves and eligible family members. This service helps you and your family prepare for

and deal with all aspects of a funeral, easing the burden on you. Funeral Planning and Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX. Services are not available in all states. For more information, visit www.ncflex.org.

Expanded Accelerated Death Benefit

The policy allows you to collect a portion of your benefit amount if you become terminally ill and are expected to live six months or less. You may collect 50% of your benefit up to a maximum of \$250,000. The remaining benefits will be paid to the beneficiary after death.

- **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.

Exclusion

The policy has a suicide exclusion. Your claim will be denied if you have been covered under the Voluntary Group Term Life Insurance policy for less than two years and a claim is filed for death by suicide. Your beneficiary(ies) will not receive a benefit; however, ReliaStar Life will refund premiums paid.

Portability

You may continue your term life insurance coverage under the NCFlex Voluntary Group Term Life Insurance policy if you terminate employment or retire prior to age 70 (without a physical examination). Premium rates for portable term life insurance are generally less expensive than the whole life insurance conversion rate.

Active coverage at age 70 or retirement after age 75 will be eligible for conversion ONLY.

Conversion

Upon termination/retirement, you may convert your term life insurance coverage to an individual whole life policy without a physical examination, regardless of age. The whole life policy builds cash value and the premiums do not change as you get older. You pay the full cost of individual policy coverage, plus a billing fee. Premium rates for life insurance conversion are generally more expensive than portable life insurance rates.