

2018 Benefits Questions and Answers

Specified Critical Illness

Q: What is the name of the insurance company for the Specified Critical Illness insurance option?

A: Continental American Insurance Company (CAIC), an AFLAC company.

Q: What is specified illness?

A: Insurance which provides a lump sum payout to you upon diagnosis of covered illness or certain conditions, meeting certain criteria.

Q: Who can participate?

A: Employees ages 18 – 69 are eligible to participate. Spouses are also eligible to participate, if the employee elects coverage. Eligible children are automatically covered at 50% of the employee's coverage amount.

Q: What are the certain conditions or illnesses?

A: The conditions are: Cancer, End Stage Renal Failure, Heart Attack, Stroke, Major Organ Transplant, Coma, Paralysis, Severe Burns, Loss of Sight, Loss of Hearing, and Loss of Speech at 100% of maximum benefit. Carcinoma in Situ, Alzheimer's, and Coronary Artery By-Pass Surgery are covered at 25% of maximum benefit.

For Children these additional conditions are covered: Cystic Fibrosis, Cerebral Palsy, Cleft Lip or Palate, and Spina Bifida.

Q: What are my coverage options?

A: You may choose a coverage amount of \$0, \$5,000, \$10,000, \$20,000, \$30,000, \$40,000, or \$50,000 for employee and \$0, \$5,000, \$10,000, \$20,000, \$30,000 for the spouse (if the employee elects coverage). Eligible children are guaranteed coverage at 50% of the employee's coverage amount.

Q: What is the medical underwriting on this plan?

A: Current or newly eligible employees can select up to \$30,000 of coverage without

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medical underwriting for this Open Enrollment **ONLY**. Medical underwriting is required for employees selecting a coverage level greater than \$30,000. In the event you select an amount greater than 30,000, DOAS will notify the insurance company, they will send you an application for completion and return. Your deduction will be based on the \$30,000 amount until you are approved for the higher amount. Only three additional questions for amounts of \$40,000 or \$50,000 are required

If an employee selects Specified Illness, you may choose a coverage amount of up to \$30,000 for your spouse without medical underwriting for this Open Enrollment **ONLY**.

Eligible children are guaranteed coverage at 50% of the employee's coverage amount with no medical underwriting. Eligible children are covered regardless if you select coverage for your spouse. Coverage is to age 26.

Q: What are my premiums based on?

A: Your premiums for specified illness insurance are based on your age and the level of coverage chosen. The premium remains the same, as long as coverage is maintained. Coverage increases, if eligible, will be rated on the employee's original issue age.

The premium for Spouse coverage is based on the employee's age. No premium will be required for eligible children.

Q: Are premiums pre-tax or after-tax?

A: Specified Illness premiums are after-tax.

Q: Are the benefits from the Specified Illness insurance taxed?

A: No. Benefits received from the specified illness insurance option are generally not taxed.

Q: What is a first occurrence benefit?

A: Lump sum benefit is payable upon initial diagnosis of a covered illness or

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condition after an insured is hospital confined for the specific critical illness and charged for room and board.

Q: What is an additional occurrence benefit?

A: If an insured collects full benefits for a critical illness under the plan and later has one of the remaining covered illnesses, CAIC will pay 50% of the benefit amount for any additional illness. The occurrences, however, must be separated by at least 12 months.

Q: What is a re-occurrence benefit?

A: If an insured receives full benefit for a covered condition and is later diagnosed with the same condition, carrier will pay 50% of the benefit again. The two dates of diagnosis, however, must be separated by at least 12 months, or a minimum of 12 months treatment free for cancer. Cancer that has spread (metastasized), even though there is a new tumor, will not be considered an additional occurrence unless you have been treatment free for 12 months.

Q: What is Health Screening Benefit?

A: An insured (employee/spouse) may receive a maximum of \$100 for any one covered health screening test per calendar year. This will be paid regardless of the results of the test. Covered health screening tests include: Mammography, Colonoscopy, Pap smear, Breast ultrasound, Chest x-ray, PSA, Stress test, Bone marrow testing, CA 15-3, CA 125, CEA, Flexible Sigmoidoscopy, Hemocult analysis, Serum protein test, Thermography, and Fasting blood glucose,

Q: triglycerides, or serum cholesterol test.

A: What is an Accident Insurance Rider?

24-hour coverage that pays regardless of any other insurance plans you have directly to you in the event of a covered accident. The coverage is guaranteed issue. The additional cash, available when AFLAC pays your claim, can fill the gaps and help avoid financial devastation. In hospital and out of hospital benefits are included. Please see the brochure for more information.

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Q: When can I make changes to my coverage?

A: Only during Open Enrollment, unless you have a Qualifying Event.

Q: Can a new hire get coverage when they become eligible during the year?

A: Yes, for amounts up to \$30,000 for the employee and \$30,000 for the spouse, no Medical Underwriting is required. For amounts in excess of \$30,000 for the employee, you will need to complete the Medical Underwriting Evidence of Insurability Form/application within 30 days of your hire date. CAIC will send you this form for completion and return.

Q: Is my coverage portable?

A: Yes, you may “port” coverage if the insured leaves DOAS for any reason, if they had been continuously employed and covered for the prior 6 months. You must call CAIC at 1-800-308-6457, complete the appropriate paperwork, and set up direct payment.

Q: What do I do if I have other questions?

A: You may contact Continental American Insurance Company customer service toll free, at (866) 849-2958 for additional information.