



HAMSHIRE-FANNETT ISD EMPLOYEE BENEFITS GUIDE

2021 Plan Year

First Financial Group of America
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TABLE OF CONTENTS

Hamshire-Fannett ISD offers eligible employees a competitive benefits package that includes both district-paid and voluntary products. We have worked closely with First Financial (FFGA) to provide you with a variety of benefits and resources to help you reach your healthcare and retirement needs. Details of all available benefits can be found on the Employee Benefits Center website, <https://benefits.ffga.com/hamshirefannettisd>

Be sure to read the product descriptions carefully so you are well prepared before enrollment begins. If you have questions, feel free to reach out to your First Financial Account Manager or your Benefits department.

TABLE OF CONTENTS

- ELIGIBILITY & ENROLLMENT INFORMATION
- MEDICAL
 - CLEVER RX
- FLEXIBLE SPENDING ACCOUNTS & FSA RESOURCES
- HEALTH SAVINGS ACCOUNT & HSA RESOURCES
- DENTAL
- VISION
- VOLUNTARY SUPPLEMENTAL INSURANCE PRODUCTS
 - DISABILITY
 - CANCER INSURANCE
 - ACCIDENT ONLY INSURANCE
 - CRITICAL ILLNESS INSURANCE
 - HOSPITAL INDEMNITY
 - EMPLOYER-PAID LIFE INSURANCE
 - GROUP VOLUNTARY TERM LIFE
 - PERMANENT LIFE INSURANCE
 - 403(b) RETIREMENT PLANS
 - COBRA
- BENEFIT CONTACT INFORMATION

Hamshire-Fannett ISD Benefits Office
12702 2nd St., Hamshire, TX 77622 | (409) 243.2133

ELIGIBILITY

Eligible employees must be actively at work on the plan effective date for new benefits to be effective.

BENEFITS ENROLLMENT

Your First Financial Account Manager will be on site to assist you in enrolling in your benefits on the following days:

| | | | |
|--------|---------|----------------------|---------------|
| Mon. | Nov. 30 | Elementary Campus | 8am - 3:30pm |
| Tues. | Dec. 1 | Middle School Campus | 8am - 3:30pm |
| Wed. | Dec. 2 | Intermediate Campus | 8am - 3:30pm |
| Thurs. | Dec. 3 | High School Campus | 8am - 3:30pm |
| Fri. | Dec. 4 | Administration Bldg. | 8am - 12:00pm |

EMPLOYEE BENEFITS CENTER

The Employee Benefits Center (EBC) is a one-stop-shop for you to find all things benefits related. On the website, you'll find open enrollment and plan year dates, benefit descriptions, carrier contact information, product brochures, claim forms and enrollment details. Visit <https://benefits.ffga.com/hamshirefannettisd> today!

NEW EMPLOYEES

You have 31 days from your actively-at-work date to make benefit elections. Your New Hire Enrollment elections will be made at Hamshire-Fannett ISD.

EXISTING EMPLOYEES

When it's time to enroll in your benefits, your First Financial Account Representative will be onsite to assist you with making your elections. Your elections can be made anytime during annual enrollment online from your work or home computer. Before enrollment, take time to educate yourself on the available benefits and what options would work best for you and your family by visiting the Employee Benefits Center.

Online Enrollment

ENROLL ONLINE

To begin online enrollment, visit <https://ffga.benselect.com/Enroll/login.aspx>

LOGIN

- Login: Your Employee ID or Social Security Number (no dashes)
- PIN (first login only): The last four digits of your Social Security Number and the last two digits of the year you were born (six digits total)
- New PIN: The first time you log in you will be required to change to a new PIN. Please note your new PIN because you will use the new PIN from that point forward.

VIEW CURRENT BENEFITS

After logging in, you will arrive at the welcome screen. Your current benefits and premium deductions will be listed on this screen.

VIEW/ADD DEPENDENTS

Click next to view your dependents. It is very important to make sure the social security numbers and birth dates listed are correct. If you plan to add dependents, you will need to enter their social security numbers and birth dates.

BEGIN ELECTIONS

Click next again to begin making your benefit elections. Remember, no changes to your elections can be made during the plan year unless you have either a qualified mid-year change under Section 125 or a special enrollment event.

MID-YEAR BENEFIT CHANGES

You may add or cancel coverage during the plan year if you have a change in family status. You must notify the benefits department within 31 days of the change.

QUALIFYING LIFE EVENTS INCLUDE:

- Changes in household, including marriage, divorce, legal separation, annulment, death of a spouse, birth, adoption, placement for adoption, or death of a dependent child
- Loss of health coverage, attributable to your spouse's employment, losing existing health coverage including job-based, individual & student plans, losing eligibility for Medicare, Medicaid, or CHIP, turning 26 and losing coverage through a parent's plan
- Change in place of residence or worksite, a student moving to or from the place they attend school, a seasonal worker moving to or from the place they both live & work, moving to or from a shelter or other transitional housing.

DECLINING COVERAGE

If you are eligible for benefits, but wish to DECLINE coverage, please complete the online enrollment either on your work or home computer. Under each option, you will need to select "waive." You must still complete the beneficiary information.

SECTION 125 PLAN INFORMATION AND RULES

A Section 125 Plan provides a tax-saving way to pay for eligible medical or dependent care expenses. The funds are automatically deducted from your paycheck on a pre-tax basis.

Here's How It Works

A Section 125 Plan reduces your taxes and increases your spendable income by allowing you to deduct the cost of eligible benefits from your earnings before tax. Plus, the plan is available to you at no cost, and you're already eligible – all you have to do is enroll.

Is It Right for Me?

The savings you may experience with a Section 125 Plan are outlined in the example below. For instance, you could potentially take home about \$70 more each month if you participated in your employer's Section 125 Plan – that's a savings of \$840 a year!

You cannot change your benefit elections for the plan year unless the benefits office receives notification in writing within 31 days of the status change. If the benefits office is not notified within 31 days of the status change, no benefit change can be made until the next annual open enrollment.

IRS specified changes in family status include:

- Change in legal married status
- Change in number of dependents
- Termination or commencement of employment
- Dependent satisfies or ceases to satisfy dependent eligibility requirements
- Change in residence or worksite that affects eligibility for coverage

SECTION 125 PLAN SAMPLE PAYCHECK

| | WITHOUT S125 | WITH S125 |
|-------------------------------|--------------|-----------|
| Monthly Salary | \$2,000 | \$2,000 |
| Less Medical Deductions | -N/A | -\$250 |
| Taxable Gross Income | \$2,000 | \$1,750 |
| Less Taxes (Fed/State at 20%) | -\$400 | -\$350 |
| Less Estimated FICA (7.65%) | -\$153 | -\$133 |
| Less Medical Deductions | -\$250 | -N/A |
| Take Home Pay | \$1,197 | \$1,267 |

YOU COULD SAVE \$70 PER MONTH IN TAXES BY PAYING FOR YOUR BENEFITS ON A PRE-TAX BASIS!

**The figures in the sample paycheck above are for illustrative purposes only.*

Medical



BLUE CROSS BLUE SHIELD | www.bcbstx.com/trsactivecare | 1.866.355.5999

TRS-ACTIVECARE

The district's medical plans are offered through TRS. From in- and out-of-network options to comprehensive prescription drug coverage and special health and wellness programs, TRS-ActiveCare has been designed to flexibly meet the needs of nearly half a million public education employees.

Administered by BCBSTX

TRS-ActiveCare Primary

- Copays for doctor visits and generic prescriptions before you meet deductible
- Statewide Network
- Participants must select a primary care provider who will make referrals to specialists
- No out-of-network coverage
- Employee will receive 2 ID cards (BCBS & Caremark)

TRS-ActiveCare HD

- Must meet deductible before plan pays for non-preventive care
- In-network and out-of-network benefits – separate out-of-network deductible/out-of-pocket maximum
- Nationwide network-
- Deductible applies to medical and pharmacy
- No requirement for PCP or referrals
- Compatible with health savings account (HSA)
- Employee will receive 2 ID cards (BCBS & Caremark)

TRS-ActiveCare Primary+

- Copays for many services and drugs
- Statewide Network
- Participants must select a primary care provider who will make referrals to specialists
- No out-of-network coverage
- Employee will receive 2 ID cards (BCBS & Caremark)

TRS-ActiveCare 2 – CLOSED TO NEW ENROLLEES

- Copays for many drugs and services
- Nationwide network with out-of-network coverage
- Employee will receive 2 ID cards (BCBS & Caremark)

TRS-ActiveCare Plan Prescription Benefits

CVS Caremark | <https://info.caremark.com/trsactivecare> | 1.866.355.5999

When you enroll in a BCBSTX Plan, you automatically receive prescription drug coverage through CVS Caremark which gives you access to a large, national network of retail pharmacies.

Clever RX



Clever RX | <https://partner.cleverrx.com/ffga> | 1.800.873.1195

Clever RX helps you save money by using a prescription drug savings card. They partner with the healthcare community to bring state-of-the-art, money-savings tools to participants. It helps you save up to 80% off prescriptions drugs and often beats the average copay. Plus, it's completely free. Thanks to Clever RX, you will never overpay for prescriptions again!

HIGHLIGHTS

- 100% FREE to use now!
- Unlock discounts on thousands of medications.
- Save up to 80% on prescription medication – Often beats your copay!
- Download the Clever RX app by using the information on your card below to unlock exclusive savings at over 60,000 pharmacies nationwide.

Use Clever RX every time you pay for a medication for instant savings! Download the app or visit the site to price a drug: <https://partner.cleverrx.com/ffga>.

C L E V E R **RX** PRESCRIPTION SAVINGS CARD

C L E V E R **RX** CLEVERRX.COM

SAVE UP TO 80% on prescription drugs at virtually all U.S. pharmacies!

BIN: 610378
PCN: SC1
Group: 1062
Member ID: 1000

For even greater savings,
download the app for **FREE!**

Download on the **App Store** **GET IT ON Google play**

Pharmacist Help Line: 800-974-3135
Customer Help Line: 800-873-1195

THIS CARD IS NOT INSURANCE

This card valid exclusively at CVS, Target, Longs Drugs, Walmart, Kroger, Fry's, Harris Teeter, Walgreens, and Duane Reade. For thousands more pharmacies, download the **Clever RX App**.

Flexible Spending Accounts



First Financial Administrators, Inc. | www.ffga.com | 1.866.853.3539
P.O. Box 161968 | Altamonte Springs, FL 32716

HEALTHCARE FSA

A Health Flexible Spending Account (Health FSA) is an IRS-approved program to help you save taxes and reimburse yourself for out-of-pocket medical expenses not covered under your medical plan. Your employer has chosen the \$500 roll-over option for your Health FSA plan. This option allows you the opportunity to roll over up to \$500 of unclaimed Health FSA funds into the following plan year. Keep in mind that balances more than \$500 will be forfeited under the use-it-or-lose-it rule.

Your maximum contribution amount for 2021 is \$2,750.

HIGHLIGHTS

- Contributions are automatically deducted from your paycheck on a pre-tax basis, which helps reduce your taxable income and increase your spendable income.
- Your full election will be available to you at the beginning of the plan year.
- Be conservative – any money left in your account at the end of the plan year will be forfeited.
- Use your benefits card to pay for qualified expenses upfront so you don't have to spend money out of pocket.
- Keep all receipts in case you need to substantiate a claim for tax purposes.

NOTE: The IRS requires proof that all expenses are eligible. Keep all receipts in case you need to substantiate a claim for tax purposes. Your receipt must include: Date of purchase or service, amount you were required to pay after insurance, description of the product or service, merchant or provider name, and the patient name.

DEPENDENT CARE FSA

With a Dependent Care Flexible Spending Account, you can set aside part of your pay on a pre-tax basis to pay for eligible dependent care expenses like child care, babysitters and adult day care.

You may allocate up to \$5,000 per tax year for reimbursement of dependent care services. If you are married and file a separate tax return, the limit is \$2,500.

HIGHLIGHTS

- Eligible dependents must be claimed as an exemption on your tax return.
- Eligible dependents must be children under age 13 or an adult dependent incapable of self-care.
- Contributions are not loaded upfront. Funds become available as contributions are made to your account.
- Keep all receipts in case you need to substantiate a claim for tax purposes.
- Balances will be forfeited at the end of the runoff or grace period.

FSA RESOURCES

BENEFITS CARD

The First Financial Benefits Card is available to all employees that participate in Medical FSA and/or a Dependent Care FSA. The Benefits Card gives you immediate access to your money at the point of purchase. Cards are available for participating employees, their spouse, and eligible dependents that are at least 18 years old.

- The IRS requires validation of most transactions for FSAs. You must submit receipts for validation of expenses when requested. If you fail to substantiate by providing a receipt to First Financial within 90 days of the purchase or date of service your card will be suspended until the necessary, receipt or explanation of benefits from your insurance provider is received.
- Dependent Care FSA Contributions are not loaded upfront. Funds become available as contributions are made to your account.

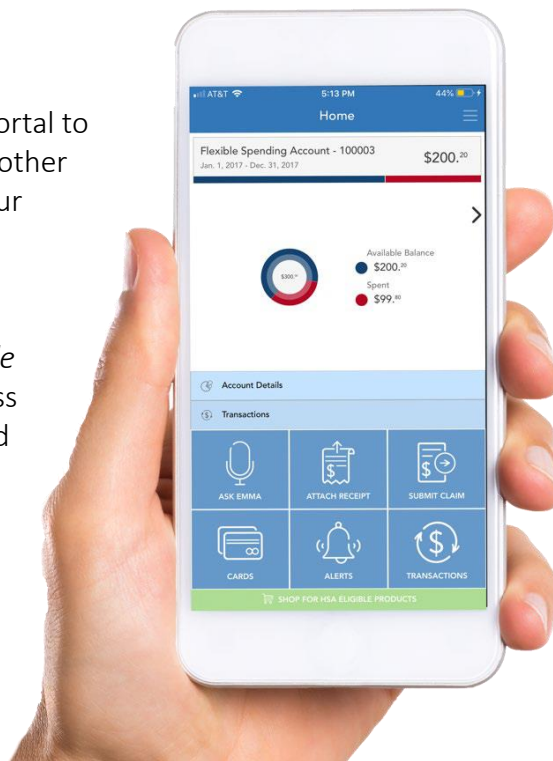
ONLINE FSA PORTAL

Flexible Spending Account participants can log in to their online FSA portal to access account balances, check on claims, upload receipts and access other account details. Visit <https://ffga.com/individuals> to login or set up your account.

FF MOBILE ACCOUNT APP

Managing your benefit accounts on the go is made easy with *FF Mobile Account App*. This powerful, intuitive mobile application gives you access to view your account balances, update your profile, submit a claim and much more – right from your Android or Apple device.

- Access account Information
- View card details and profile information
- Submit FSA claims using an electronic claim form
- View pending claims
- Upload receipts and documentation
- Receive alerts
- Update direct deposit information



FSA STORE

First Financial has partnered with the FSA Store to bring you an easy to use online store to better understand and manage your FSA. An online marketplace that connects consumers to FSA-eligible products, seasonal deals, and account support resources such as open enrollment guides and educational videos.

Visit <http://www.ffga.com/fsaextras> for more details & special deals!

- Shop for eligible items from bandages to wheelchairs and thousands of products in between
- Browse or search for eligible products and services using the Eligibility List
- Visit the Learning Center to help find answers to questions you may have about your account.

Health Savings Accounts



First Financial Administrators, Inc. | www.ffga.com | 1.866.853.3539
P.O. Box 161968 | Altamonte Springs, FL 32716

HEALTH SAVINGS ACCOUNTS

A Health Savings Account (HSA) is a great way to help you control your healthcare costs. It works in conjunction with a qualified High Deductible Health Plan (HDHP) to combine tax-free savings earmarked for qualified medical expenses. An HSA allows you to set aside money to pay for higher deductibles associated with a lower monthly premium HDHP. The money you save in monthly insurance premiums is reserved for eligible medical expenses you incur in the future. Eligible expenses include things like co-pays and deductibles, prescriptions, vision expenses, dental care, therapy and medical supplies.

Your maximum contribution amount in 2021 for Employee Only is \$3,600 and \$7,200 for Family.

HIGHLIGHTS

- Balances roll over from year to year and earn interest along the way.
- Portable – you keep it even after you leave employment.
- Tax advantages – invest money in mutual funds to grow your tax savings for either future healthcare costs or retirement.
- Pay for expenses with a benefits debit card that gives you immediate access to your money at the time of purchase.
- Expenses also can be reimbursed through our online portal, online bill pay directly to your provider or submitting a distribution request form.
- Receipts are not required for reimbursement but be sure to save them for tax purposes.

HSA RESOURCES

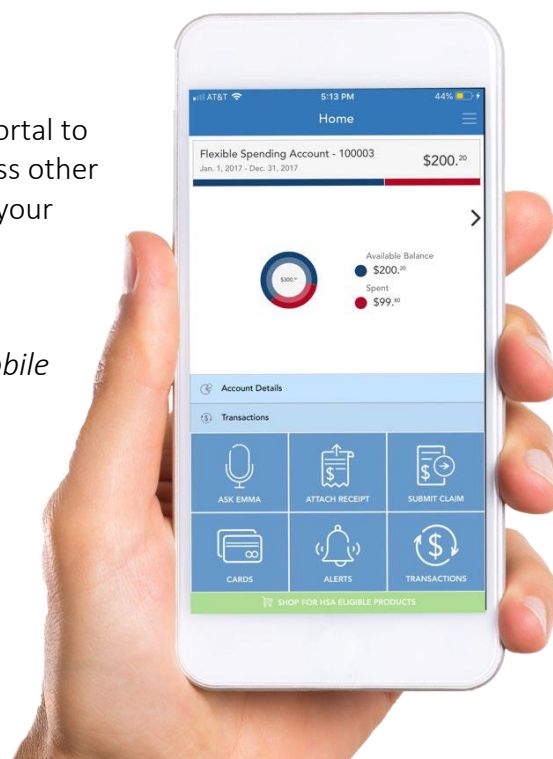
ONLINE HSA PORTAL

Health Savings Account participants can log in to their online HSA portal to access account balances, check on claims, upload receipts and access other account details. Visit <https://ffga.com/individuals> to login or set up your account.

FF MOBILE ACCOUNT APP

Managing your benefit accounts on the go is made easy with *FF Mobile Account App*. This powerful, intuitive mobile application gives you access to view your account balances, update your profile, submit a claim and much more – right from your Android or Apple device.

- Request distributions
- Invest in HSA funds
- Make additional contributions
- Pay a provider or pay yourself
- Download tax forms



HSA STORE

First Financial has partnered with the HSA Store to bring you an easy to use online store to better understand and manage your HSA. An online marketplace that connects consumers to HSA-eligible products, seasonal deals, and account support resources such as a national database of providers as well as an HSA Learning Center.

Visit <http://www.ffga.com/fsaextras> for more details & special deals!

- Shop for eligible items from bandages to wheel chairs and thousands of products in between
- Browse or search for eligible products and services using the Eligibility List
- Visit the Learning Center to help find answers to questions you may have about your account.

Dental Insurance



Ameritas | www.ameritas.com | 1.800.487.5553

Taking care of your oral health is not a luxury, it is a necessity to long-term optimal health. Dental insurance can greatly reduce your costs when it comes to preventative, restorative, and emergency procedures. Review the plan benefits to the right to see which option is best for you and your family's dental needs. A range of procedures may be covered, such as:

- Comprehensive Exams
- Cleanings
- X-Rays
- Fillings
- Tooth Extractions
- General Anesthesia
- Crowns
- Root Canals

DENTAL MONTHLY PREMIUMS

| | |
|---------------------|---------|
| EMPLOYEE ONLY | \$0 |
| EMPLOYEE + SPOUSE | \$30.42 |
| EMPLOYEE + CHILDREN | \$56.40 |
| EMPLOYEE + FAMILY | \$88.82 |

| Ameritas PPO Plan Summary | In-Network Benefits |
|---|--|
| Annual Deductible | \$50/Calendar Year Type 2 & 3 Waived for Type 1 (3 family maximum) |
| Annual Maximum (per person) | \$1500 per calendar year |
| Preventative Care Type 1 (e.g., cleaning, exam, x-rays) | 100% |
| Basic Services Type 2 (e.g., fillings, extractions) | Covered at 80% after deductible is met |
| Major Services Type 3 (e.g., crowns, dentures, root canals) | Covered at 50% after deductible is met |
| Orthodontia (Child coverage) | Covered at 50% with a Lifetime Max of \$1500 |

Visit the Employee Benefit Center for policy details.

Vision Insurance



Ameritas | www.ameritas.com | 1.800.487.5553

Proper vision care is essential to your overall wellbeing. Regular eye exams at any age will help prevent eye disease and keep your vision strong for years to come. Your employer provides you with a vision plan to take care of you and your family's needs. You must enroll in the vision plan each plan year and premiums are typically paid through payroll deduction. Plan highlights include:

- \$10 co-pay for eye exam
- \$10 co-pay for eye glass lenses or frames
- Exam, lenses every 12 months
- Frames every 24 months
- \$130 towards contact lenses or frames

| VISION MONTHLY PREMIUMS | |
|-------------------------|---------|
| EMPLOYEE ONLY | \$9.48 |
| EMPLOYEE + SPOUSE | \$18.44 |
| EMPLOYEE + CHILD(REN) | \$16.84 |
| FAMILY | \$26.88 |

Visit the Employee Benefit Center for policy details.

Disability Insurance



American Fidelity | www.americanfidelity.com | 1.800.662.1113 (Short Term)
Lincoln (Employer Paid Long Term)

Have you ever wondered what would happen to your income if you had an accidental injury, sickness, or pregnancy? That is why you need disability coverage. It replaces a portion of income for the period of time you are unable to work due to those reasons. You are able to choose the benefit amount, which is the amount of your income to replace, and the waiting period that you begin receiving payments.

How do you decide if you need disability insurance? Consider these questions when making your decision:

- How much employer leave do you have?
- Do you have savings?
- Do you have other income you can rely on, such as from your spouse or from child support?
- How close are you to retirement?
- Could you go on Social Security Disability or take a Disability Retirement?
- What are your other sources of income?

Plan Features:

- **Accidental Death Benefit**
A lump sum of \$10,000 will be paid if you die as the direct result of an injury and death occurs within 90 days after the Injury.
- **Direct Deposit Disability Benefits**
You may choose to have your benefits directly deposited into your bank account at no additional cost. This can accelerate access to your benefits by several days.
- **Donor Benefit**
If you are disabled as a result of being an organ or tissue donor, we will pay your benefits as any other Sickness under the terms of the plan.
- **Physician Expense Benefit**
This benefit pays \$150.00 per Injury provided no other claim has been paid under the Policy. You are not required to miss one full day of work to receive this benefit. This benefit is limited to 8 payments per calendar year

Visit the Employee Benefits Center for rates and other policy details.

Cancer Insurance



American Fidelity | www.americanfidelity.com | 1.800.662.1113

Thousands of Americans are diagnosed with cancer each day. No doubt, the news is devastating, both personally and financially. It's impossible to anticipate a cancer diagnosis, but it is possible to prepare for it with a cancer insurance plan.

It is likely that your major medical coverage will not cover all of the costs associated with a cancer diagnosis. Supplementing your major medical with cancer insurance may help you pay for related expenses, such as copays and deductibles, specialists, experimental treatment, specialty hospitals, travel expenses, in-home care and more. Premiums are paid through convenient payroll deduction to ensure your policy remains in force if you should need it. Benefits are paid directly to you, so you can choose how to spend the money. Visit the Employee Benefits Center and view policy for more details.

| AFA Cancer - Monthly Premiums | | | | | | |
|-------------------------------|-------------------|--------------------------|--------------------------|-------------------|--------------------------|--------------------------|
| | Basic Plan | | | Enhanced Plan | | |
| | <i>Individual</i> | <i>One Parent Family</i> | <i>Two Parent Family</i> | <i>Individual</i> | <i>One Parent Family</i> | <i>Two Parent Family</i> |
| 18-40 | 16.30 | 24.40 | 31.80 | 21.00 | 31.40 | 40.80 |
| 41-50 | 23.60 | 35.20 | 45.70 | 30.80 | 45.80 | 59.50 |
| 51-60 | 32.60 | 48.70 | 63.30 | 42.40 | 63.30 | 82.30 |
| 61+ | 44.20 | 65.90 | 85.80 | 57.30 | 85.60 | 111.30 |

Visit the Employee Benefit Center for policy details.

Accident Insurance



American Fidelity | www.americanfidelity.com | 1.800.662.1113

The costs associated with an injury can add up. Between hospital visits, exams and treatment, out-of-pocket costs could put you in a financial hardship. An accident plan pays benefits directly to you so you can determine where to spend the money. It's comforting to know that an accident insurance policy can be there through all stages of your care, from initial treatment to follow-up care. Accident coverage is available to you through payroll deduction and may provide a benefit for costs associated with:

- Concussions
- Lacerations
- Broken teeth
- Emergency room visits
- Ambulance, ground or air

| ACCIDENT MONTHLY PREMIUMS | | |
|---------------------------|---------|----------|
| | BASIC | ENHANCED |
| EMPLOYEE ONLY | \$19.90 | \$26.10 |
| EMPLOYEE + SPOUSE | \$28.30 | \$34.90 |
| EMPLOYEE + CHILD(REN) | \$31.50 | \$41.00 |
| EMPLOYEE + FAMILY | \$39.90 | \$49.80 |

Visit the Employee Benefit Center for rates and policy details.

Critical Illness Insurance



Aflac | www.aflacgroupinsurance.com | 1.800.433.3036

If you've heard of heart attacks, strokes, organ transplants or paralysis, then you're familiar with critical illness. It's likely you or someone you know has experienced one of these life-altering events. Often, a critical illness has a powerful impact on people's lives, affecting their livelihood and finances.

A critical illness plan can help with the treatment costs of covered illnesses. Benefits are paid directly to you, unless otherwise assigned, giving you the choice of how to spend the money. Plus, there are plans available to provide coverage for you, your spouse and dependent children.

- Plan pays lump-sum benefit amount once per covered person for each Critical Illness
- Wellness benefit pays you \$100 for annual health screening test for employee and spouse
- Guaranteed Issue for all employees
- Benefit Amounts available up to \$50,000 in \$5,000 increments
- Coverage is portable
- Spousal Benefit Amounts available up to \$50,000 in \$5,000 increments
- Children are covered at 50% of employee benefit amount

Visit the Employee Benefit Center for rates and policy details.

Hospital Indemnity Insurance



Aflac | www.aflacgroupinsurance.com | 1.800.433.3036

Hospital stays are costly. If you or a family member find yourself in the hospital due to a sudden accident or illness, you may struggle financially, even if you have a good medical plan. With a hospital indemnity plan, you can rest assured those extra expenses won't be a financial burden. Unlike medical plans, there are no deductibles to meet with a hospital indemnity plan. As soon as you incur a qualified event, you can file a claim and start receiving benefits. The plan pays a lump sum benefit in a previously specified amount. The money can be used for medical costs, insurance deductibles, groceries, transportation, childcare – the choice is up to you!

| AFLAC Hospital Indemnity Plans | | |
|--|--------|--------|
| Benefit | High | Low |
| Hospital Admission (per confinement) | \$2000 | \$1000 |
| Hospital Confinement (max 31 days) | \$200 | \$150 |
| Hospital Intensive Care (max 10 days) | \$200 | \$150 |
| Intensive Care Step Down (max 10 days) | \$100 | \$75 |

| HOSPITAL INDEMNITY MONTHLY PREMIUMS | | |
|-------------------------------------|---------|---------|
| COVERAGE TIER | HIGH | LOW |
| EMPLOYEE ONLY | \$38.62 | \$24.82 |
| EMPLOYEE + SPOUSE | \$73.30 | \$45.42 |
| EMPLOYEE + CHILD(REN) | \$58.82 | \$37.38 |
| FAMILY | \$93.50 | \$57.98 |

Visit the Employee Benefit Center for policy details.

Life Insurance



Blue Cross Blue Shield of Texas | www.bcbstx.com/ancillary.com | 1.877.442.4207

EMPLOYER-PAID TERM LIFE & AD&D INSURANCE

Life insurance protects your loved ones. It pays a benefit so they can afford to pay for funeral expenses, pay off debt and maintain their current standard of living. It is one of the best ways to show you care. Your employer provides all eligible employees a \$10,000 policy. The cost of this policy is paid for 100% by your employer. This is a term life policy that is in effect while you are employed.

VOLUNTARY TERM LIFE INSURANCE

Voluntary life insurance is term life coverage you can purchase in addition to the basic life plan provided by your employer. It will cover you for a specific period of time while you are employed. Plan amounts are offered in tiers so you can choose the amount of coverage that works best for you and your family. Because it's a group plan, premiums are typically lower, so it's more affordable to gain the peace of mind that life insurance provides. Limitations apply, please see policy for details.

Visit the Employee Benefit Center for rates and policy details.

Life Insurance



Texas Life | www.texaslife.com | 1.800.283.9233

PERMANENT, PORTABLE LIFE INSURANCE

The peace of mind voluntary, permanent life insurance provides is unmatched. It is a solid companion to your group life insurance plan. Texas Life provides life insurance that you can keep for a lifetime. The plan is easy to purchase, pay for, and keep through the convenience of payroll deduction. Coverage is affordable and dependable. Plus, Texas Life has over a century of experience protecting families and giving the peace of mind only permanent life insurance can provide.

HIGHLIGHTS

- You own the policy, even if you change jobs or retire.
- The policy remains in force until you die or up to age 121, if you pay the necessary premium on time.
- It is a permanent, universal life policy which means you can rest easy knowing your loved ones will be well taken care of when you're gone.

Visit the Employee Benefit Center for rates and policy details.

403(b) Retirement Plans



First Financial Administrators, Inc. | www.ffga.com |
1.800.523.8422, option 2 | retirement@ffga.com

The 403(b) can be an excellent way to save money for retirement. It can serve as a supplement to a traditional pension plan or other retirement plan(s), or as a stand-alone plan. The 403(b) is a tax deferred retirement plan available to employees of educational institutions and certain non-profit organizations as determined by section 501(c)(3) of the Internal Revenue Code. Contributions and investment earnings in a 403(b)-grow tax deferred until withdrawal (assumed to be retirement), at which time they are taxed as ordinary income. The 403(b) is named after the section of the IRS code governing it.

HOW A 403(b) WORKS

Employees enroll and participate through their employer. Contributions to a 403(b) are made on a pre-tax basis through a Salary Reduction Agreement. This is an arrangement where the participating employee agrees to take a reduction in salary. The amount by which the salary is reduced is directed to investments offered through the employer and selected by the employee. These contributions are called elective deferrals and are excluded from the employee's taxable income. Contributions grow tax-deferred until the time of retirement, when withdrawals are taxed as ordinary income.

BENEFITS

- Tax deferred growth: no annual taxation on earnings
- Investment options: fixed annuities, variable annuities, or mutual funds
- Competitive interest rates
- Flexibility: start, stop, and adjust your contributions as allowed by your employer's plan.
- Receive periodic account statements

CONTRIBUTION LIMITS

Participants may contribute up to \$19,500 for year 2021. Participants age 50 and older at any time during the calendar year are permitted to contribute an additional \$6,500 in 2021, for a total of \$26,000.

COBRA

First Financial Cobra Administrators | www.cobrapoint.benaissance.com | 1.800.523.8422, option 4

Life is full of unexpected events that may impact your health insurance coverage. Under the Consolidated Omnibus Budget Reconciliation Act, better known as COBRA, you have the right to continue your group health coverage such as medical, dental, vision insurance and flexible spending accounts for a limited period of time.

HIGHLIGHTS

- Temporary continuation of coverage that generally lasts for 18 months due to employment termination or reduction of hours of work, divorce, death or a child no longer qualifying as a dependent. Certain qualifying events, or a second qualifying event during the initial period of coverage, may permit a beneficiary to receive a maximum of 36 months of coverage.
- Either you or your family member are responsible for notifying your employer of a divorce, legal separation or child losing dependent status within 60 days of the event. In the case of termination, death or reduction in hours, your employer will be responsible for letting the provider know that you have the right to continue coverage under COBRA.
- Benefits will remain identical to what you had while employed. However, you will be responsible for paying the full premium, plus any applicable fees.

CONTACT INFORMATION

Hamshire-Fannett ISD Benefits Office
12702 2nd St., Hamshire, TX 77622
(409) 243.2133



FIRST FINANCIAL
GROUP OF AMERICA

Robert Dawson, FFGA Account Manager
Robert.Dawson@ffga.com | 281.889.9382

CONTACTS

| BENEFIT | CARRIER | WEBSITE | PHONE |
|----------------------------|--------------------------------------|--|--------------|
| Medical | Blue Cross Blue Shield of Texas | www.bcbstx.com/trsactivecare | 866.355.5999 |
| Prescription Benefits | CVS Caremark | www.caremark.com | 866.355.5999 |
| Flexible Spending Accounts | First Financial Administrators, Inc. | www.ffga.com | 866.853.3539 |
| Health Savings Accounts | First Financial Administrators, Inc. | www.ffga.com | 866.853.3539 |
| Dental | Ameritas | www.ameritas.com | 800.487.5553 |
| Vision | Ameritas | www.ameritas.com | 800.487.5553 |
| Disability Insurance | American Fidelity | www.americanfidelity.com | 800.662.1113 |
| Cancer | American Fidelity | www.americanfidelity.com | 800.662.1113 |
| Accident | American Fidelity | www.americanfidelity.com | 800.662.1113 |
| Critical Illness | Aflac | www.aflacgroupinsurance.com | 800.433.3036 |
| Hospital Indemnity | Aflac | www.aflacgroupinsurance.com | 800.433.3036 |
| Group Term Life | Blue Cross Blue Shield of Texas | www.bcbstx.com/ancillary.com | 877.442.4207 |
| Permanent Life | Texas Life | www.texaslife.com | 800.283.9233 |
| 403(b) Retirement | First Financial Administrators, Inc. | retirement@ffga.com | 800.523.8422 |
| COBRA | First Financial Administrators, Inc. | www.cobrapoint.benaissance.com | 800.523.8422 |

EMPLOYEE BENEFITS CENTER – <https://benefits.ffga.com/hamshirefannettisd> Open enrollment info, benefit descriptions, carrier contact information, product brochures and claim forms can be found here!