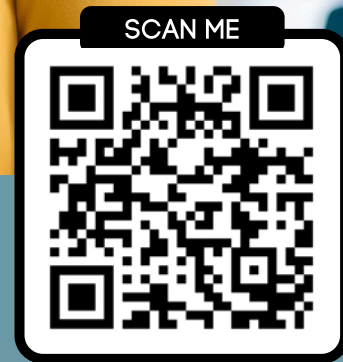


Region 4 ESC 2024-2025  
**BENEFITS GUIDE**



Valeria Clinckscates  
Sr. Executive Administrator  
Valeria.Clinckscates@ffga.com

[ffbenefits.ffga.com/region4esc](https://ffbenefits.ffga.com/region4esc)

Reginald Williams  
Benefits Administration  
713.744.6527  
reginald.williams@esc4.net

# Contents

- [EMPLOYEE BENEFITS CENTER](#)
- [HOW TO ENROLL](#)
- [BENEFIT ELIGIBILITY & COVERAGE](#)
- [SECTION 125 PLANS](#)
- [MEDICAL](#)
- [DENTAL](#)
- [VISION](#)
- [FSA](#)
- [HSA](#)
- [FSA & HSA RESOURCES](#)
- VOLUNTARY SUPPLEMENTAL INSURANCE PRODUCTS
  - [TERM LIFE & AD&D](#)
  - [TEXAS LIFE](#)
  - [DISABILITY INSURANCE](#)
  - [CANCER INSURANCE](#)
  - [CRITICAL ILLNESS INSURANCE](#)
  - [ACCIDENT ONLY INSURANCE](#)
  - [IDENTITY THEFT PROTECTION](#)
  - [LEGAL PLAN](#)
  - [VOLUNTARY RETIREMENT PLANS](#)
  - [TELEHEALTH](#)
  - [HOSPITAL INDEMNITY INSURANCE](#)
  - [COBRA](#)
  - [MEDICARE](#)
- [BENEFIT CONTACT INFORMATION](#)

*This guide contains a summary of the benefits offered by your employer. If there is a conflict between the terms of this outline of benefits and the actual contracts, the terms of the contracts will prevail.*

# Employee Benefits Center

## A guide to your benefits!

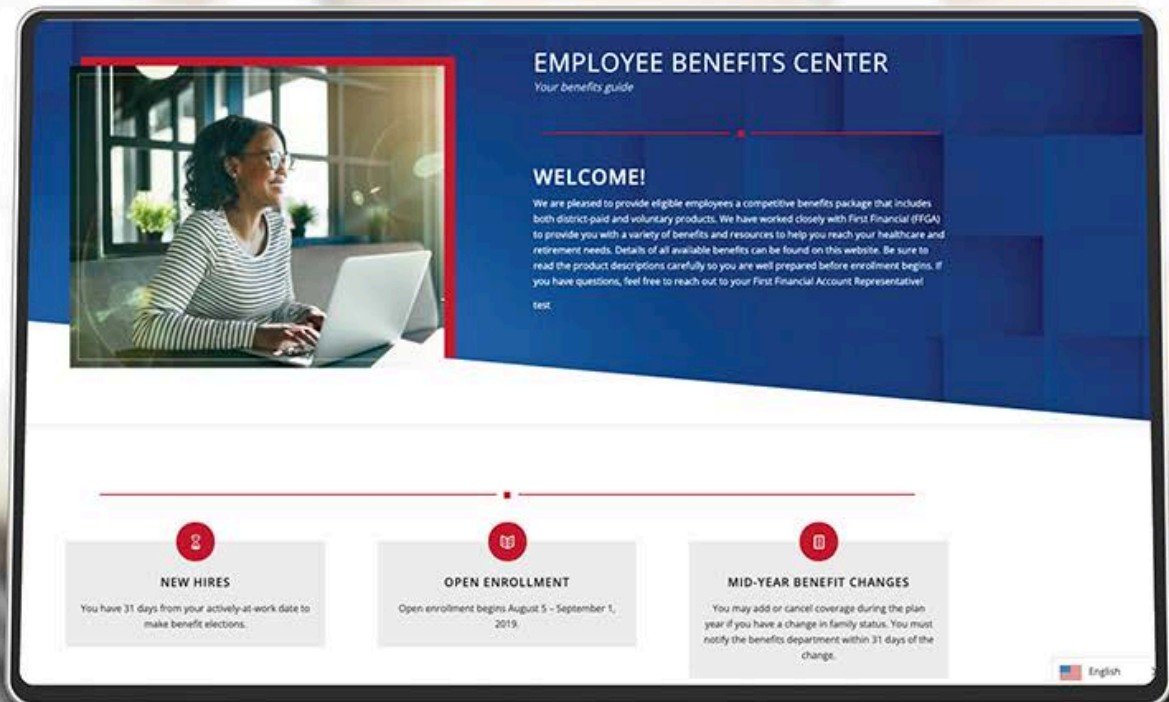
Region 4 ESC and FFGA are excited to provide you with a custom website filled with information about your benefits. Visit the Employee Benefits Center to see current benefit options for your employer as well as find claim forms, important phone numbers and enrollment information.

There's no need to register for site access. Simply type the URL below into your browser and you will be directed to your Employee Benefits Center.



*Scan the QR code to learn more about the plans that are available this plan year!*

<https://ffbenefits.ffga.com/region4esc>



# How to Enroll

## Benefits Enrollment

### On-Site Enrollment

When it's time to enroll in your benefits, your FFGA Account Representative will be on-site to assist you with making your elections. Visit your EBC for more information.

### Online Enrollment

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

Enroll Now

#### 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 legal name, 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.

# Benefit Eligibility & Coverage

## Employee Coverage

### Eligibility

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

### New Employees

You have 31 days from your actively-at-work date to make benefit elections. Insurance coverage becomes effective on the first day of the month that follows your enrollment.

### Existing Employees

When it's time to enroll in your benefits, your FFGA Account Representative will be available 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.

### 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 and student plans, losing eligibility for Medicare, Medicaid, or CHIP, turning 26 and losing coverage through a parent's plan

### 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 Plans

## Section 125 Plan Information & 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 must 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
Tax 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 Coverage

## TRS-ActiveCare



Your 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.

Blue Cross Blue Shield of Texas | <https://www.bcbstx.com/trsactivecare/> | 1.866.355.5999

### 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 two (2) ID cards (BCBS & Express Scripts)

### 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 two (2) ID cards (BCBS & Express Scripts)

### 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 & Express Scripts)

### TRS-ActiveCare 2 - Closed to New Enrollees

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

### TRS-ActiveCare Plan Prescription Benefits

Express Scripts | <https://info.express-scripts.com/trsactivecare/> | 1.844.367.6108

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

# TRS ActiveCare Medical Premiums

Medical Monthly Premiums				
	Primary	Primary+	HD	AC2
Employee Only	\$0.00	\$0.00	\$0.00	\$290.00
Employee + Spouse	\$549.00	\$715.00	\$584.00	\$1,679.00
Employee + Children	\$78.00	\$218.00	\$100.00	\$784.00
Employee + Family	\$879.00	\$1,102.00	\$923.00	\$2,118.00

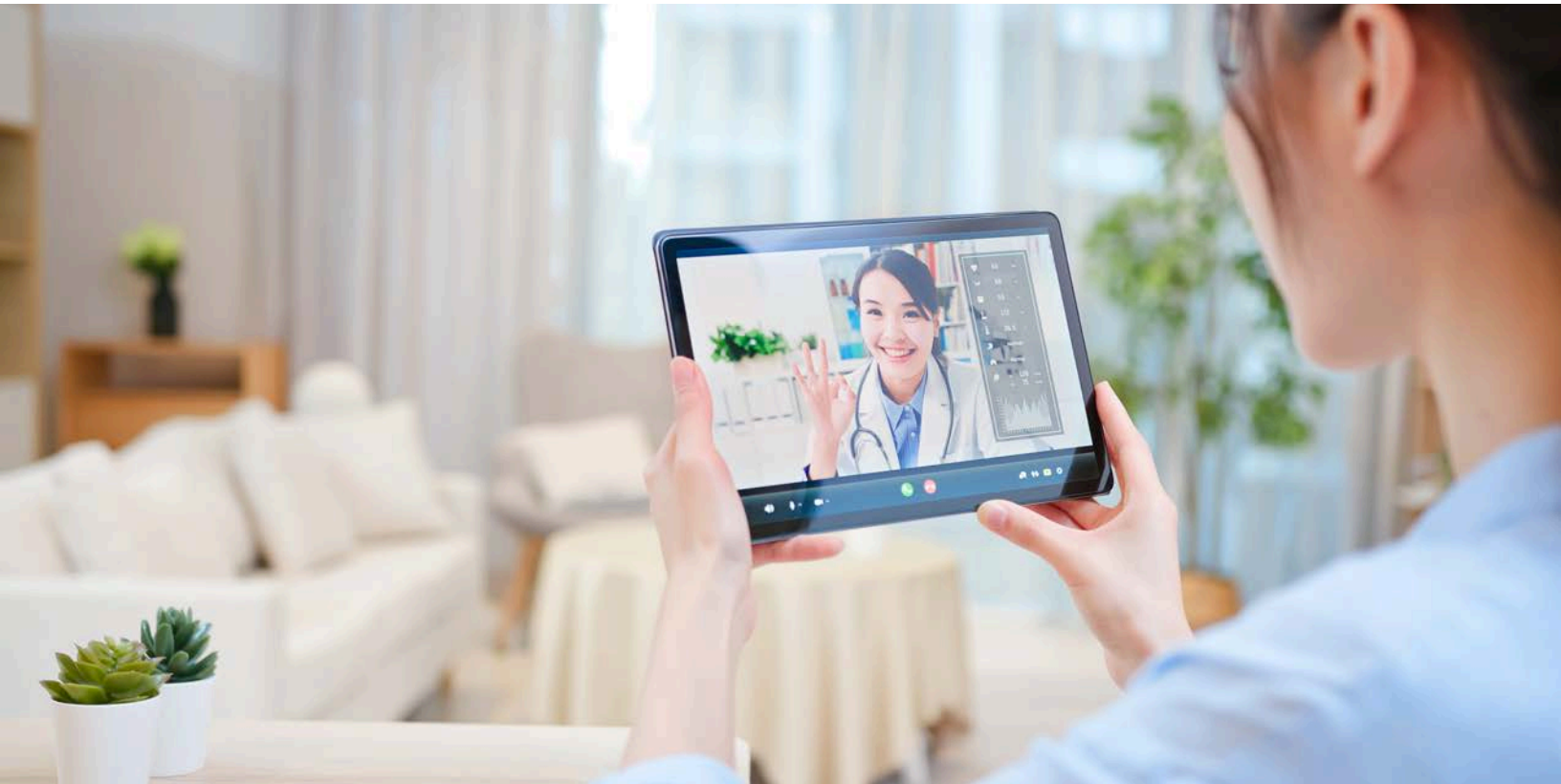
Monthly Premiums shown above include the Employer contribution of \$723.00

For more information, please refer to the TRS-ActiveCare website.





# TeleHealth



Recuro Health | [www.member.recurohealth.com](http://www.member.recurohealth.com) | 855-673-2876

Studies show that more than 50 percent of doctor's office visits can be handled over the phone. With the Telehealth program, you can get a diagnosis quicker and spend less time in the waiting room.

Board Certified physicians will diagnose your illness, recommend treatment, and prescribe medication via telephone or video. You can contact them from anywhere – home, work, school, even while on vacation. They can treat common health issues like acid reflux, allergies, asthma, cold and flu, sinus infections, rashes, sore throat and more.

It's like having a doctor on call whenever you need medical advice. Access is only a call or click away!

## Telehealth Monthly Premium

Employee + Family

\$10.00

# Dental Insurance

## PPO Plan Choices



Ameritas | [www.ameritas.com](http://www.ameritas.com) | 800-487-5553

### Preferred Provider Organization (PPO Plan)

Visiting the dentist can help you and your family keep a great smile and maintain good health. Oral care can be a significant financial expense. This traditional insurance plan requires you to pay \$50 deductible per covered person to a maximum of \$150 for family and then share in a percentage of the dental costs. The annual plan-year maximum is \$1,500 per person, per calendar year on the plan.

- In-network providers with Ameritas allow for lower out-of-pocket expenses.
- Preventative and diagnostic care is paid at 100%; basic restorative care is paid at 80%; and major restorative care is paid at 50% (major restorative has a six-month waiting period)
- Deductible is waived for preventative and diagnostic care.
- \$1,500 orthodontia lifetime maximum coverage for covered individuals.

Dental Monthly Premiums	
	PPO
Employee Only	\$35.28
Employee + 1	\$65.76
Employee + 2 or more	\$99.98

# Dental Insurance

## DHMO Plan Choices

MetLife | [www.metlife.com](http://www.metlife.com) | 800-880-1800

### Dental Health Maintenance Organization (DHMO Plan)

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 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
- Crown
- Root Canals

Dental Monthly Premiums	
	DHMO
Employee Only	\$12.47
Employee + Spouse	\$23.68
Employee + Children	\$24.93
Employee + Family	\$38.67

Visit the [Employee Benefits Center](http://ffbenefits.ffga.com/region4esc) for more details.

[ffbenefits.ffga.com/region4esc](http://ffbenefits.ffga.com/region4esc)

# Vision Insurance

Ameritas | [www.ameritas.com](http://www.ameritas.com) | 800-487-5553

Proper vision care is essential to your overall well-being. 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. Here are just a few of the areas where you will save money with your plan:

- \$10 copay for Eye Exams
- \$25 copay for eyeglasses with basic lenses
- \$130 In-network allowance toward contact lenses or eyeglasses, plus an additional 20% off overages (Low Plan)
- \$180 In-network allowance toward eyeglasses or contacts, plus an additional %20 off overages (High Plan)

\*Dependents up to age 26 are eligible for coverage.

Vision Monthly Premiums		
	LOW PLAN	HIGH PLAN
Employee Only	\$8.60	\$11.80
Employee + Spouse	\$15.52	\$21.08
Employee + Children	\$16.32	\$22.48
Employee + Family	\$25.88	\$35.16



# Flexible Spending Accounts

First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com)  
1.866.853.3539 P.O. Box 161968 | Altamonte Springs, FL 32716

## Medical FSA

A Medical Flexible Spending Account (Medical 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 \$640 carryover option for your Medical FSA plan. This option allows you the opportunity to carry over up to \$640 of unclaimed Medical FSA funds into the following plan year. Keep in mind that balances more than \$640 will be forfeited under the use-it-or-lose-it rule.

**Your maximum contribution amount for 2024 is \$3,200.**

### Medical FSA 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 without spending 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 the 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's 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 childcare, 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.**

### Dependent Care FSA 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.
- 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.



# Health Savings Account

HSA Bank | [www.hsabank.com](http://www.hsabank.com) | 1.800.357.6246

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.

## Health Savings Account 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.

## Who Can Participate in an HSA?

- You must be enrolled in a qualified High Deductible Health Plan (HDHP).
- You cannot be enrolled in Tricare or Medicare or covered under your spouse's traditional (non-HDHP) health care plan.
- You cannot participate in a general purpose Flexible Spending Account (FSA) or Health Reimbursement Arrangement.
- Limited Purpose Flexible Spending Accounts are permitted (dental and vision expenses only).
- You cannot participate if your spouse has a general purpose FSA or HRA at their place of employment.
- You cannot participate if you are being claimed as a dependent on another person's tax return.

	2024	2025
HSA Contribution Limits	<ul style="list-style-type: none"><li>• Self: \$4,150</li><li>• Family: \$8,300</li></ul>	<ul style="list-style-type: none"><li>• Self Only: \$4,300</li><li>• Family: \$8,550</li></ul>
Health Insurance Deductible Limits	<ul style="list-style-type: none"><li>• Self Only: \$1,600</li><li>• Family: \$3,200</li></ul>	<ul style="list-style-type: none"><li>• Self Only: \$1,650</li><li>• Family: \$3,300</li></ul>

\$1,000 catch-up contributions (age 55 or older)

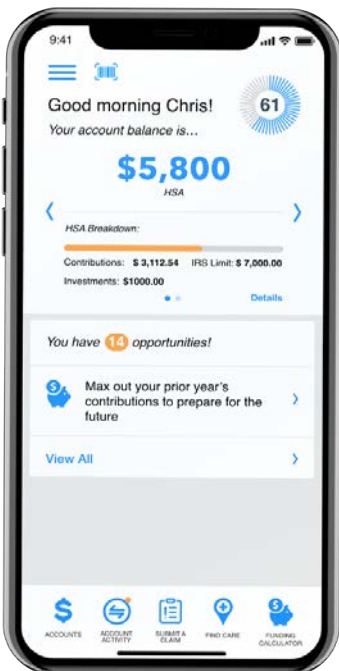
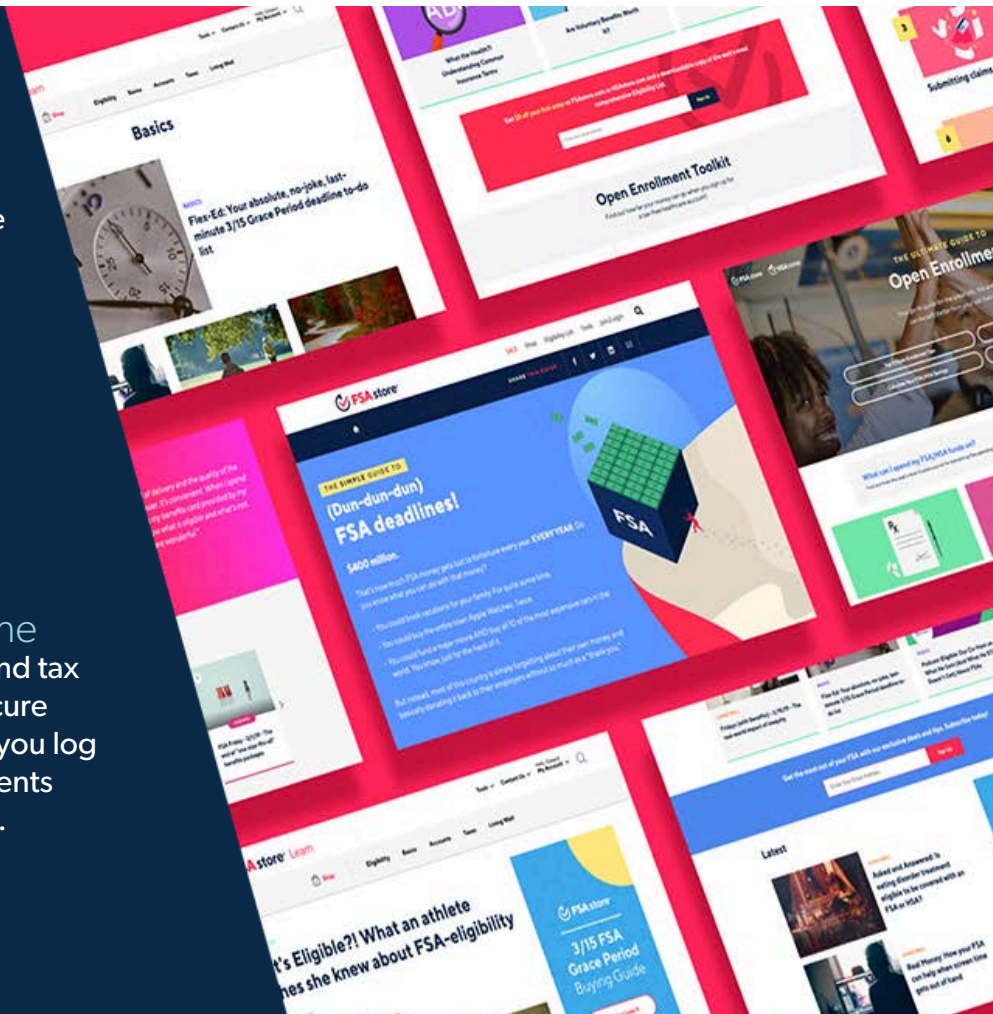
# FSA & HSA Resources

## Benefits Card

The FFGA Benefits Card is available to all employees that participate in a Flexible Spending Account or Health Savings Account. The Benefits Card gives you immediate access to your money at the point of purchase. Cards are available for participating employees, their spouse and any eligible dependents who are at least 18 years old.

## View Your Account Details Online

Sign up to view your account balance, find tax forms and check claims status on our secure website. Log in at [www.ffga.com](http://www.ffga.com). After you log in, you may sign up to have reimbursements directly deposited to your bank account.



## FF Mobile Account App

With the FF Mobile Account App, you can submit claims, view account balance and history, check claims status, view alerts, upload receipts and documentation and more! The FF Mobile Account App is available for Apple® and Android™ devices on either the App Store or Google Play Store.

## FSA/HSA Store

FFGA has partnered with the FSA Store and HSA Store to bring you easy-to-use online stores to better understand and manage your account. You can shop for eligible medical items like bandages and contact solution, browse for products and services using the Eligibility List and visit the Learning Center to find answers to commonly asked questions. Visit the stores at <http://www.ffga.com/individuals/#stores> for more details and special deals.



# Term Life & AD&D

## Employer-Paid & Voluntary

SunLife | [www.sunlife.com](http://www.sunlife.com) | 800-247-6875

### 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. Subject to underwriting for all new coverage, all eligible employees get Basic Life and Accidental Death and Dismemberment for 1x annual salary, not to exceed \$200,000, paid by Region 4. The cost of this policy is paid for 100% by your employer. This is a term life policy that is in effect only 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 Benefits Center for more details.  
[ffbenefits.ffga.com/region4esc](http://ffbenefits.ffga.com/region4esc)





# Texas Life

## Permanent Life



Texas Life | [www.texaslife.com](http://www.texaslife.com) | 800-283-9233

### Texas Life Insurance - 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.

Visit the Employee Benefits Center for more details.  
[ffbenefits.ffga.com/region4esc](http://ffbenefits.ffga.com/region4esc)

### Texas Life - Permanent Life 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.

# Disability Insurance

The Standard | [www.standard.com](http://www.standard.com) | 800-368-2859

## Why Do I Need Disability Insurance?

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 you are unable to work due to those reasons. You can choose the benefit amount, which is the amount of your income to replace, and the waiting period that you begin receiving payments.

## Short-Term Disability

**\*LEAVE MUST BE EXHAUSTED PRIOR TO ELIGIBILITY FOR SHORT-TERM DISABILITY**

- Pays 66.66 % of salary up to \$1,200 per week
- Guaranteed issue coverage for everyone, but will incur a late entrant penalty if employee did not get coverage
- In the event that you become sick, injured, or pregnant and are unable to work, disability insurance can step in to help take the place of your missing paycheck.
- New Hires and Current Policy Holders: Policy pays from day 7 or day 14 of disability and continues to a maximum of 90 days; eligible new employees within 31 days of hire will have no preexisting limitations and are guaranteed to be issued.
- Late Entrants (i.e., existing employees who do not currently have coverage) Employees who did not elect coverage when it was first available OR those changing waiting periods will have a 60-day waiting period for the first year on anything not an accident.
- Disability due to an accident will begin on day 7 or day 14, based on your election.
- Rates are based on salary, wait period option, and age band (Age banding will increase slightly every 5 years based on your age at the time of the benefit plan year).

## Long-Term Disability

- Region 4 pays this benefit for you.
- 60% of your salary up to a maximum benefit of \$5,000 per month.
- Coverage begins after 90 days of disability and continues until you can return to work. Maximum Benefit period determined by your age when Disability begins.

Visit the [Employee Benefits Center](http://fbenefits.ffga.com/region4esc) for more details.  
[fbenefits.ffga.com/region4esc](http://fbenefits.ffga.com/region4esc)



# Cancer Insurance

## Plan Options



Allstate | [www.allstateatwork.com](http://www.allstateatwork.com) | 800-521-3535

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 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.

The cancer wellness benefit is paid at \$100 per calendar year per covered persons for qualifying cancer screenings regardless of results.

Visit the [Employee Benefits Center](http://Employee Benefits Center) for more details.  
[ffbenefits.ffga.com/region4esc](http://ffbenefits.ffga.com/region4esc)

Cancer Monthly Premiums			
	Plan 1 Base Cancer Plan	Plan 2 Cancer Plan w/initial diagnosis rider	Plan 3 Cancer Plan w/initial diagnosis ICU rider
Employee	\$21.64	\$26.04	\$29.28
Employee + Family	\$35.96	\$43.96	\$50.56

# Critical Illness Insurance

MetLife | [www.metlife.com](http://www.metlife.com) | 800-438-6388

## Prepare For the Unexpected

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 times, 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.

Prepare now for the unexpected with a critical illness insurance plan. The plan helps you focus on getting well rather than worrying about finances.

## Plan Highlights

- Rates vary depending on benefit amount selected and age at time of enrollment.
- Low and high plans available to meet your needs: dependents up to age 26.
- Plan pays lump-sum benefit amount of \$15,000 (low plan) or \$30,000 (high plan).
- Preexisting conditions will not be covered for 6 months, except for heart attack or stroke.
- Plan will pay up to 300% of the benefit for each person on the plan.
- Guaranteed issue for all employees.
- Recurrence benefit can apply.
- Wellness benefit pays you \$50 (low plan) or \$100 (high plan) for annual health screening test.

Visit the [Employee Benefits Center](#) for more details.

[ffbenefits.ffga.com/region4esc](http://ffbenefits.ffga.com/region4esc)



# Accident Insurance

Aflac | [www.aflacgroupinsurance.com](http://www.aflacgroupinsurance.com) | 800-433-3036

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:

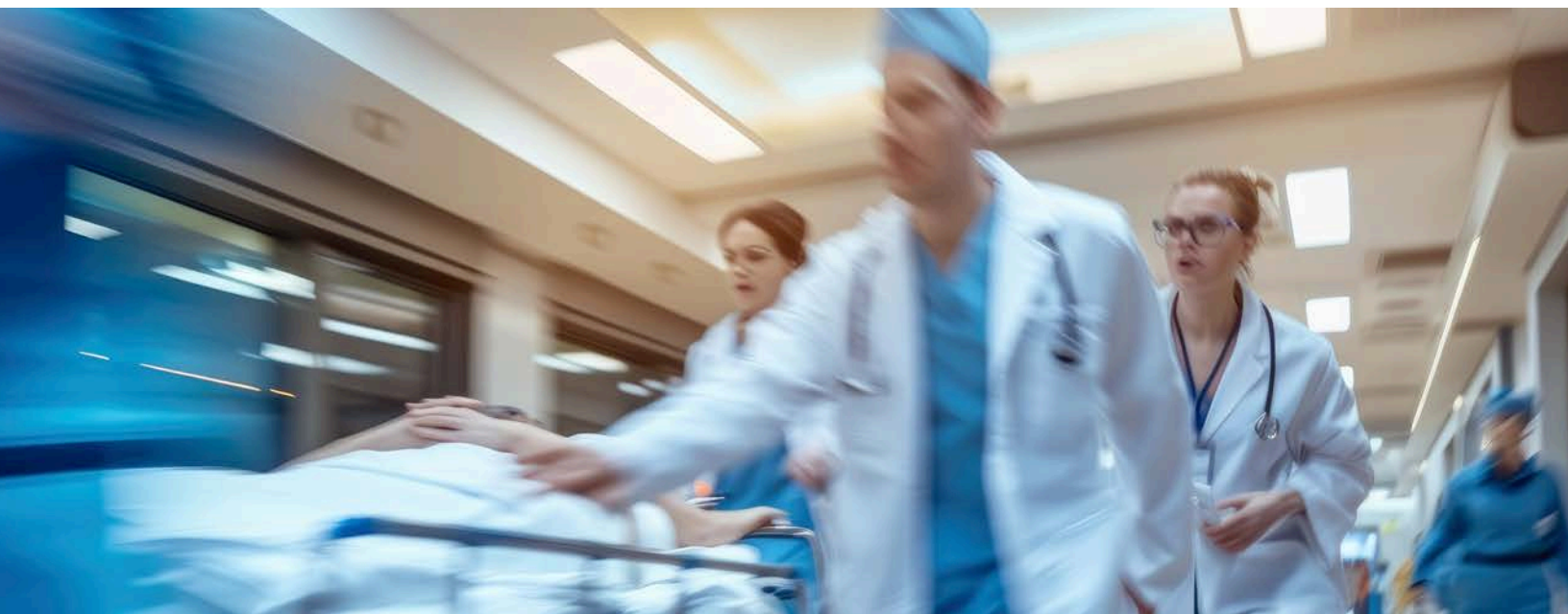
- Concussions
- Lacerations
- Broken teeth
- Emergency room visits
- Ambulance, ground or air
- Intensive care unit

\*Dependents up to age 26 are eligible for coverage.

Accident Monthly Premiums		
	Low Plan	High Plan
Employee Only	\$7.34	\$15.26
Employee + Spouse	\$12.24	\$25.40
Employee + Children	\$16.30	\$33.80
Employee + Family	\$21.20	\$43.94

Visit the Employee Benefits Center for more details.

[ffbenefits.ffga.com/region4esc](http://ffbenefits.ffga.com/region4esc)





# Identity Theft Protection

iLock360 | [www.ilock360.com](http://www.ilock360.com) | 855-287-8888

Millions of Americans report having their identity stolen each year. People are online and mobile more than any time in history, so it's no surprise that identity theft is on the rise. And it goes far beyond simply having your credit card number stolen. While credit card fraud is one of the highest reported types of identity theft, it also includes bank, loan, phone and tax-related fraud.

Identity theft insurance won't prevent your identity from being stolen. But it will be there to alert you if any suspicious activity is noticed under your name. The plan includes credit bureau monitoring, social security number usage and lost wallet protection. Accounts are monitored daily so you can rest easy knowing your identity is being protected even while you sleep. The sooner you can take action to close your accounts, the quicker you can recover your identity.

It takes years to establish a good reputation with credit lenders and employers. Make sure it remains yours by taking advantage of the identity theft insurance offered through your employer.

Visit the [Employee Benefits Center](#) for more details.

[ffbenefits.ffga.com/region4esc](http://ffbenefits.ffga.com/region4esc)

## Identity Theft Monthly Premiums

	PLUS	PREMIUM
Employee	\$8.00	\$15.00
Employee + Spouse	\$15.00	\$22.00
Employee + Child(ren)	\$13.00	\$20.00
Employee + Family	\$20.00	\$27.00



# Legal Plan



LegalEase | [www.legaleaseplan.com/region4](http://www.legaleaseplan.com/region4) | 888-416-4313

Have you ever found yourself in need of legal advice, but aren't sure where to go? A voluntary group legal plan helps fill that need. It provides you with access to professional lawyers at a low monthly rate. For just a few dollars a month, you can consult with a lawyer about having your will prepared, reviewing documents, contesting a traffic ticket, lawsuits, divorce and so much more. Expert legal advice is available at your fingertips.

Legal Monthly Premium		
Employee + Family	\$15.17	

Visit the Employee Benefits Center for more details.  
[ffbenefits.ffga.com/region4esc](http://ffbenefits.ffga.com/region4esc)



# Voluntary Retirement Plans



TCG | [www.tcgservices.com](http://www.tcgservices.com) | 800-943-9179

## 403(b) Retirement Plan

Research shows that Americans are living well past retirement years. Are you saving enough to be able to enjoy those years? A 403(b) plan can help you get there.

It's an IRS-approved retirement plan that allows you to set aside money on a pre-tax basis for your retirement. Contributions are conveniently made through payroll deduction, so money is moved from your paycheck into the account automatically. Plus, your employer may even match your contributions based on how much you put into the plan. Now is the time to take full advantage of this opportunity to maximize your retirement savings!

## 457(b) Retirement Plan

The 457(b) plan is an employer-sponsored voluntary retirement savings plan that allows you to save money for retirement on a tax-deferred or ROTH basis. One significant way the 457(b) differs from the 403(b) is that distributions are never subject to the 10 percent tax for early withdrawal.

### HELP AVAILABLE

For assistance enrolling or if you'd like to speak with a Retirement Plan Specialist, please call the Advisor Hotline at 512.600.5204 or visit [tcgservices.com/telewealth](http://tcgservices.com/telewealth).

### Contribution Limits

2024	2025
\$23,000	TBD

Participants aged 50 and older at any time during the calendar year are permitted to contribute an additional \$7,500.

*All investing involves risk. Past performance is not a guarantee of future returns.*

# Hospital Indemnity Insurance

MetLife | [www.metlife.com](http://www.metlife.com) | 800-438-6388

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!

Hospital Indemnity Premiums		
	LOW PLAN	HIGH PLAN
Employee	\$15.06	\$27.74
Employee + Spouse	\$27.86	\$51.28
Employee + Child(ren)	\$24.66	\$45.38
Employee + Family	\$37.46	\$68.92



# COBRA

First Financial Administrators, Inc. | [www.ffga.com](http://www.ffga.com) | 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.

## COBRA 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.

First Financial Administrators, Inc. provides COBRA administration services for the following plans:  
Medical, Dental, Vision & FSA





# Medicare & Age 65



FFMS | <https://www.ffga.com/medicare-solutions> | 800-523-8422

## Questions to Consider Before Retiring

- Do I **plan** to Retire?
- Am I **eligible** to Enroll?
- **When** can I enroll?
- Do I really **want** to enroll?
- **Should** I enroll now or wait?
- What happens if I **don't** enroll when I'm eligible?

Whether or not you intend to retire yet, these questions and more may occur as you approach age 65.

Planning for your future is important, and you don't have to do it alone.

Let the experts at First Financial assist you through this process.

**Robert Dawson**  
**FFMS Coordinator**  
Cell: 281-889-9382

# Contact Information

Product	Carrier	Website	Phone
Medical	BCBSTX	<a href="http://www.bcbstx.com/trsactivecare">www.bcbstx.com/trsactivecare</a>	866-355-5999
Telehealth	Recuro Health	<a href="http://www.member.recurohealth.com">www.member.recurohealth.com</a>	855-673-2876
Dental (PPO)	Ameritas	<a href="http://www.ameritas.com">www.ameritas.com</a>	800-487-5553
Dental (DHMO)	MetLife	<a href="http://www.metlife.com/mybenefits">www.metlife.com/mybenefits</a>	800-880-1800
Vision	Ameritas	<a href="http://www.ameritas.com">www.ameritas.com</a>	800-487-5553
FSA	FFGA	<a href="http://www.ffga.com">www.ffga.com</a>	866-853-3539
HSA	HSA Bank	<a href="http://www.hsabank.com">www.hsabank.com</a>	800-357-6246
Term Life Insurance	SunLife	<a href="http://www.sunlife.com">www.sunlife.com</a>	800-247-6875
Permanent Life Insurance	Texas Life	<a href="http://www.texaslife.com">www.texaslife.com</a>	800-247-6875
Disability	The Standard	<a href="http://www.standard.com">www.standard.com</a>	800-368-2859
Cancer	Allstate	<a href="http://www.allstateatwork.com">www.allstateatwork.com</a>	800-521-3535
Critical Illness	MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	800-438-6388
Accident	Aflac	<a href="http://www.aflacgroupinsurance.com">www.aflacgroupinsurance.com</a>	800-433-3036
Identity Theft	iLock360	<a href="http://www.ilock360.com">www.ilock360.com</a>	855-287-8888
Legal	LegalEase	<a href="http://www.legaleaseplan.com/region4">www.legaleaseplan.com/region4</a>	888-416-4313
Voluntary Retirement Plans	TCG	<a href="http://www.tcgservices.com">www.tcgservices.com</a>	800-943-9179
Hospital Indemnity	MetLife	<a href="http://www.metlife.com">www.metlife.com</a>	800-438-6388
COBRA	FFGA	<a href="http://www.ffga.com">www.ffga.com</a>	800-523-8422
Medicare	FFMS	<a href="http://www.ffga.com/medicare-solutions">www.ffga.com/medicare-solutions</a>	800-523-8422