



Pampa ISD Enrolling Critical Illness

- **Cash** benefit.
- Benefit **paid in lump sum** upon **Diagnosis**, not treatment.
- **No** First Occurrence Language.
- Principal Sum is the maximum amount paid per event or illness.
 - Employee: \$10,000 - \$15,000 - \$20,000 - or - \$25,000
 - Spouse: \$5,000 - \$10,000 - \$15,000 - or - \$25,000 (not to exceed the employee amount)
 - Children: 25% of Employee Principal Sum up to \$5,000 (not to exceed the employee amount)
- Guarantee Issue ***this year**** at open enrollment:
 - **Employee: FULL guarantee issue of \$25,000 – no health questions**
 - **Spouse: \$10,000 guarantee issue – no health questions**
 - **Children: FULL guarantee issue – no health questions**
 - *Next year, late entrants and current participants in the plan who enroll and/or increase coverage will be subject to evidence of insurability.
- Category/bucket approach – allows the insured to get **more benefits**. Categories include: heart, organ, cancer and accident. Each category has its own Principal Sum and Lifetime Category Maximum.
- Once a category is exhausted, we will **reduce their premium** owed.
- Recurrence Benefit – allows insured to receive **multiple benefits** for repeated events.
- Short Separation Time in-between occurrences:
 - 6 months for same category.
Ex: If an aneurysm occurs first and is paid; then they have a stroke within 180 days, it would not be paid (they are paid the 10% so they still have a benefit left in that category regardless).
 - 3 months for different category.
- **\$100 Health Assessment Benefit** to allow employee annual reimbursement for health testing. No waiting periods. **Complete 1 of 24 eligible health assessment tests and receive \$100 CASH in your pocket.**
- **CareCompass** – unique, innovative package of benefits and services:
 - Health Advocacy, Support, Travel and Family Care Services
- 12/12 pre-existing condition limitation.
 - Lincoln has agreed to grandfather current coverage amounts and waive pre-ex limitations on these amounts. Premium is based on *Lincoln rates* and *current* issue age.
- **No** benefit age reductions.
- **No** coordination with other coverage. Insured receives 100% of the benefit payment regardless of other insurance coverage.
- **Rates are locked in at Issue Age.*** Ex: If an employee elects CI at age 26, they pay age 26 premiums until coverage terminates. *Employee and spouse premium based on employee's issue age and tobacco status.
- **Fully Portable** from day 1 – even if the master contract ends. Same benefits and rates. Ported policies terminate at age 90.
- Guaranteed renewable – rates will ***never*** change.