



Compass Accident Insurance

Enrollment at a glance

Affordable insurance that can help you pay for the out-of-pocket costs you may experience after an accident.

For the employees of:
Mansfield Independent School District

ReliaStar Life Insurance Company, a member of the Voya® family of companies

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What is Accident Insurance?

Accident Insurance pays you benefits for specific injuries and events resulting from a covered accident that occurs on or after your coverage effective date. The benefit amount depends on the type of injury and care received. You have the option to elect Accident Insurance to meet your needs. Accident Insurance is a limited benefit policy. It is not health insurance and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

Other features of Accident Insurance include:

- **Guaranteed issue:** No medical questions or tests are required for coverage.
- **Flexible:** You can use the benefit payments for any purpose you like.
- **Payroll deductions:** Premiums are paid through convenient payroll deductions.
- **Portable:** If you leave your current employer [or retire], you can take your coverage with you.

How can Accident Insurance help?

Below are a few examples of how your Accident Insurance benefits could be used:

- Medical expenses, such as deductibles and copays
- Home healthcare costs
- Lost income due to lost time at work
- Everyday expenses like utilities and groceries

Who is eligible for Accident Insurance?

- **You**—all active employees working 15 hours per week.
- **Your spouse***—If you have coverage on yourself, you may enroll your spouse, as long as your spouse is not covered under your employer's plan as an employee. Your spouse will be covered for the same Accident benefits as you are.
- **Your children****—If you have coverage on yourself; your natural children, stepchildren, adopted children or children for whom you are a legal guardian; are eligible to be covered under your employer's plan, up to the age of 26. Your children will be covered for the same Accident benefits as you are and one premium amount covers all of your eligible children.

*The use of "spouse" in this document means a person insured as a spouse as described in the applicable rider. This may include domestic partners or civil union partners as defined by the employer's plan. Please contact your employer for more information.

**The definition of "child" may vary by state. Please contact your employer for more information.

What accident benefits are available?

The following list is a summary of the benefits provided by Accident Insurance. You may be required to seek care for your injury within a set amount of time. Note that there may be some variations by state. For a list of standard exclusions and limitations, go to the end of this document. For a complete description of your available benefits, exclusions and limitations, see your certificate of insurance and any riders.

Event	Option 1	Option 2
Accident hospital care		
Surgery open abdominal, thoracic	\$1,000	\$2,500
Surgery exploratory or without repair	\$140	\$350
Blood, plasma, platelets	\$500	\$650
Hospital admission	\$1,125	\$1,750
Hospital confinement per day, up to 365 days	\$350	\$450
Critical care unit confinement per day, up to 15 days	\$525	\$700
Rehabilitation facility confinement per day, up to 90 days	\$150	\$225
Coma duration of 14 or more days	\$14,500	\$20,000
Transportation per trip, up to 3 per accident	\$650	\$840
Lodging per day, up to 30 days	\$150	\$225
Family care per child per day, up to 45 days	\$20	\$30

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Accident care		
Initial doctor visit	\$75	\$120
Urgent care facility treatment	\$200	\$300
Emergency room treatment	\$200	\$300
Ground ambulance	\$300	\$600
Air ambulance	\$1,250	\$2,500
Follow-up doctor treatment	\$75	\$120
Chiropractic treatment up to 6 per accident	\$40	\$75
Medical equipment	\$100	\$250
Physical or occupational therapy up to 6 per accident	\$40	\$75
Prosthetic device (one)	\$625	\$1,500
Prosthetic device (two or more)	\$1,000	\$2,400
Major diagnostic exam	\$200	\$500
Outpatient surgery (1 per accident)	\$200	\$300
X-ray	\$40	\$75
Common injuries		
Burns second degree, at least 36% of the body	\$1,125	\$1,750
Burns 3rd degree, at least 9 but less than 35 square inches of the body	\$6,000	\$10,000
Burns 3rd degree, 35 or more square inches of the body	\$12,500	\$22,000
Skin grafts	25% of the burn benefit	25% of burn benefit
Emergency dental work	\$300 crown, \$75 extraction	\$480 crown, \$180 extraction
Eye injury removal of foreign object	\$80	\$120
Eye injury surgery	\$275	\$420
Torn knee cartilage surgery with no repair or if cartilage is shaved	\$175	\$280
Torn knee cartilage surgical repair	\$650	\$1,000
Laceration ¹ treated no sutures	\$25	\$60
Laceration ¹ sutures up to 2"	\$50	\$120
Laceration ¹ sutures 2" – 6"	\$200	\$480
Laceration ¹ sutures over 6"	\$400	\$960
Ruptured disk surgical repair	\$650	\$1,000
Tendon/ligament/rotator cuff exploratory arthroscopic surgery with no repair	\$350	\$720
Tendon/ligament/rotator cuff one, surgical repair	\$675	\$1,020
Tendon/ligament/rotator cuff two or more, surgical repair	\$1,000	\$1,520
Concussion	\$175	\$450
Paralysis - paraplegia	\$13,500	\$20,000
Paralysis - quadriplegia	\$20,000	\$30,000
Dislocations		Closed/open reduction²
Hip joint	\$3,200/\$6,400	\$4,000/\$8,000
Knee	\$2,000/\$4,000	\$3,000/\$6,000
Ankle or foot bone(s) other than toes	\$1,200/\$2,400	\$1,800/\$3,600
Shoulder	\$1,500/\$3,000	\$2,200/\$4,400
Elbow	\$900/\$1,800	\$1,500/\$3,000
Wrist	\$900/\$1,800	\$1,500/\$3,000
Finger/toe	\$250/\$500	\$350/\$700
Hand bone(s) other than fingers	\$900/\$1,800	\$1,500/\$3,000

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Lower jaw	\$900/\$1,800	\$1,500/\$3,000
Collarbone	\$900/\$1,800	\$1,500/\$3,000
Partial dislocations	25% of the closed reduction amount	25% of the closed reduction amount
Fractures	Closed/open reduction³	Closed/open reduction³
Hip	\$2,500/\$5,000	\$5,000/\$10,000
Leg	\$1,800/\$3,600	\$2,800/\$5,600
Ankle	\$1,500/\$3,000	\$2,500/\$5,000
Kneecap	\$1,500/\$3,000	\$2,500/\$5,000
Foot excluding toes, heel	\$1,500/\$3,000	\$2,500/\$5,000
Upper arm	\$1,750/\$3,500	\$2,750/\$5,500
Forearm, hand, wrist except fingers	\$1,500/\$3,000	\$2,500/\$5,000
Finger, toe	\$200/\$400	\$400/\$800
Vertebral body	\$2,800/\$5,600	\$4,200/\$8,400
Vertebral processes	\$1,200/\$2,400	\$2,000/\$4,000
Pelvis except coccyx	\$2,750/\$5,500	\$4,000/\$8,000
Coccyx	\$300/\$600	\$500/\$1,000
Bones of face except nose	\$1,000/\$2,000	\$1,400/\$2,800
Nose	\$500/\$1,000	\$750/\$1,500
Upper jaw	\$1,250/\$2,500	\$1,750/\$3,500
Lower jaw	\$1,200/\$2,400	\$2,000/\$4,000
Collarbone	\$1,200/\$2,400	\$2,000/\$4,000
Rib or ribs	\$350/\$700	\$600/\$1,200
Skull – simple except bones of face	\$1,250/\$2,500	\$1,750/\$3,500
Skull – depressed except bones of face	\$2,500/\$5,000	\$5,000/\$10,000
Sternum	\$300/\$600	\$500/\$1,000
Shoulder blade	\$1,500/\$3,000	\$2,500/\$5,000
Chip fractures	25% of the closed reduction amount	25% of the closed reduction amount

¹ Laceration benefits are a total of all lacerations per accident.

² Closed Reduction of Dislocation = Non-surgical reduction of a completely separated joint. Open Reduction of Dislocation = Surgical reduction of a completely separated joint.

³ Closed Reduction of Fracture = Non-surgical. Open Reduction of Fracture = Surgical.

What does my Accident Insurance include?

The benefits listed below are included with your Accident Insurance coverage. For a list of standard exclusions and limitations, please refer to the end of this document. For a complete description of your available benefits, exclusions and limitations, see your certificate of insurance and any riders.

- **Wellness Benefit:** This provides an annual benefit payment if you complete a health screening test.
 - Examples of health screening tests include but are not limited to: Pap test, serum cholesterol test for HDL and LDL levels, mammography, colonoscopy, and stress test on bicycle or treadmill.
 - The annual benefit amount is \$50 for completing a health screening test.
 - Your spouse's benefit amount is \$50.
 - The benefit for child coverage is 50% of your benefit amount per child, with an annual maximum of \$100 for all children.

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- **Accidental Death and Dismemberment (AD&D) coverage:** If you are severely injured or die as a result of a covered accident, an AD&D benefit may be payable to you or your beneficiary.
 - If your spouse and children are covered for Accident Insurance, their coverage includes AD&D.

Accidental Death Benefits	Option 1	Option 2
Common Carrier: If the death occurs as a result of a covered accident on a common carrier, a higher benefit will be payable. Common carrier means any commercial transportation that operates on a regularly scheduled basis between predetermined points or cities.		
Employee	\$85,000	\$200,000
Spouse	\$40,000	\$100,000
Children	\$20,000	\$50,000
Other accident		
Employee	\$40,000	\$100,000
Spouse	\$15,000	\$40,000
Children	\$8,000	\$20,000
Accidental Dismemberment Benefits		
Loss of both hand or both feet or sight in both eyes	\$24,000	\$40,000
Loss of one hand or one foot AND the sight of one eye	\$18,000	\$30,000
Loss of one hand AND one foot	\$18,000	\$30,000
Loss of one hand OR one foot	\$10,000	\$15,000
Loss of two or more fingers or toes	\$1,500	\$2,500
Loss of one finger or one toe	\$1,000	\$1,500

What optional benefits are available?

You may choose to include the optional benefits below with your Accident Insurance coverage. For a list of standard exclusions and limitations, please refer to the end of this document. For a complete description of your available benefits, exclusions and limitations, see your certificate of insurance and any riders.

- **Spouse Accident Insurance:** If you have coverage on yourself, you may enroll your spouse, as long as your spouse is not covered under your employer's plan as an employee.
 - Your spouse will be covered for the same Accident benefits as you are.
 - Guaranteed issue: No medical questions or tests are required for coverage.
- **Children's Accident Insurance:** If you have coverage on yourself, your natural children, stepchildren, adopted children or children for whom you are a legal guardian are eligible to be covered under your employer's plan, up to the age of 26.
 - Your children will be covered for the same Accident benefits as you are.
 - Guaranteed issue: No medical questions or tests are required for coverage.
 - One premium amount covers all of your eligible children.
 - If both you and your spouse are covered under your employer's plan as an employee, then only one, but not both, may cover the same children for Accident Insurance. If the parent who is covering the children stops being insured as an employee, then the other parent may apply for children's coverage.

How much does Accident Insurance cost?

All employees pay the same rate, no matter their age. See the chart below for the premium amounts. Rates shown are guaranteed until August 31, 2021.

Option 1:

Monthly Rates			
Employee	Employee and Spouse	Employee and Children	Family
\$11.53	\$19.29	\$21.83	\$29.59

Semi-Monthly Rates (18 Pay Periods)			
Employee	Employee and Spouse	Employee and Children	Family
\$7.69	\$12.86	\$14.55	\$19.73

Bi-Weekly Rates (26 Pay Periods)			
Employee	Employee and Spouse	Employee and Children	Family
\$5.32	\$8.90	\$10.08	\$13.66

Option 2:

Monthly Rates			
Employee	Employee and Spouse	Employee and Children	Family
\$19.05	\$31.33	\$35.46	\$47.74

Semi-Monthly Rates (18 Pay Periods)			
Employee	Employee and Spouse	Employee and Children	Family
\$12.70	\$20.89	\$23.64	\$31.83

Bi-Weekly Rates (26 Pay Periods)			
Employee	Employee and Spouse	Employee and Children	Family
\$8.79	\$14.46	\$16.37	\$22.03

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Exclusions and Limitations*

Exclusions for the Certificate, Spouse Accident Insurance, and Children's Accident Insurance and AD&D are listed below. (These may vary by state.)

Benefits are not payable for any loss caused in whole or directly by any of the following*:

- Participation or attempt to participate in a felony or illegal activity.
- An accident while the covered person is operating a motorized vehicle while intoxicated. Intoxication means the covered person's blood alcohol content meets or exceeds the legal presumption of intoxication under the laws of the state where the accident occurred.
- Suicide, attempted suicide or any intentionally self-inflicted injury, while sane or insane.
- War or any act of war, whether declared or undeclared, other than acts of terrorism.
- Loss sustained while on active duty as a member of the armed forces of any nation. We will refund, upon written notice of such service, any premium which has been accepted for any period not covered as a result of this exclusion.
- Alcoholism, drug abuse, or misuse of alcohol or taking of drugs, other than under the direction of a doctor.
- Riding in or driving any motor-driven vehicle in a race, stunt show or speed test.
- Operating, or training to operate, or service as a crew member of, or jumping, parachuting or falling from, any aircraft or hot air balloon, including those which are not motor-driven. Flying as a fare-paying passenger is not excluded.
- Engaging in hang-gliding, bungee jumping, parachuting, sail gliding, parasailing, parakiting, kite surfing or any similar activities.
- Practicing for, or participating in, any semi-professional or professional competitive athletic contests for which any type of compensation or remuneration is received.
- Any sickness or declining process caused by a sickness.



Questions?

For more information, please contact:

- Voya Employee Benefits Customer Service at (877) 236-7564

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Accident Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya[®] family of companies. Policy Form #RL-ACC3-POL-16; Certificate Form #RL-ACC3-CERT-16; and Rider Forms: Spouse Accident Rider Form #RL-ACC3-SPR-16, Children's Accident Rider Form #RL-ACC3-CHR-16, Wellness Benefit Rider Form #RL-ACC3-WELL-16, Accidental Death & Dismemberment (AD&D) Rider Form #RL-ACC3-ADR-16, Form numbers, provisions and availability may vary by state.

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