

2020 Benefits Enrollment Guide



ANGLICAN CHURCH
IN NORTH AMERICA

Plan Year July 1, 2020 – June 30, 2021

“Working Together for a Healthy Well-Being and Financial Security”

The Anglican Church in North America is pleased to provide you with a benefit program designed to safeguard your financial and health care needs.

This booklet is a guide to help you make benefit choices that are best for you and your family. It is not a complete description of the plan provisions. OneAmerica Insurance Certificates and the Benefit Summaries for each product are available for viewing and download on the ACNA Provincial website at <http://anglicanchurch.net/?/main/benefits> under Life & Disability.



Our employees are our
most valuable asset.

Table of Contents

| | |
|--|----------|
| Long-Term Disability Plan..... | 5 |
| OneAmerica | |
| Phone: 1-800-553-5318 | |
| Website: www.OneAmerica.com | |
| Short-Term Disability Plan..... | 6 |
| OneAmerica | |
| Phone: 1-800-553-5318 | |
| Website: www.OneAmerica.com | |
| Work / Life Assistance Program | 7 |
| OneAmerica | |
| Travel Assistance: 1-866-294-2469 (US/Canada) or 240-330-1509 (call collect from other locations) | |
| ComPsych EAP: 1-855-387-9727 | |
| Travel Assistance Email: ops@europassistance-use.com | |
| ComPsych EAP Website: www.guidanceresources.com / Company Web ID: ONEAMERICA3 | |
| Group Life and Accidental Death & Dismemberment Plan | 7 |
| OneAmerica | |
| Phone: 1-800-553-5318 | |
| Website: www.OneAmerica.com | |
| Voluntary Life and Accidental Death & Dismemberment Plan..... | 8 |
| OneAmerica | |
| Phone: 1-800-553-5318 | |
| Website: www.OneAmerica.com | |

FULL TIME EMPLOYEES THAT WORK 20 OR MORE HOURS ARE ELIGIBLE TO PARTICIPATE IN THIS INSURANCE PROGRAM. PLEASE SEND THE COMPLETED ENROLLMENT FORM TO:

**LINDA MATHESIUS, BENEFITS CLERK
CARE OF: ANGLICAN CHURCH IN NORTH AMERICA**

**Phone: 724-266-9400 ext 105
Fax: 724-266-1129
Email: benefits@anglicanchurch.net
Address: P.O. Box 447
Ambridge, PA 15003-0447**

Long-Term Disability Benefits

OneAmerica

Long-Term Disability (LTD) provides the protection you need to ensure that your way of life is protected in case of a serious injury or illness. The following is a summary of the LTD disability plan offered through OneAmerica. You must be actively at work on the effective date of coverage.



| Long-Term Disability Coverage | |
|--------------------------------|---|
| Basic Benefit | 60% of salary |
| Maximum Benefit | \$6,000 monthly |
| Elimination Period | 90 days |
| Pre-existing Conditions | 6/12 (There is a 6 month look-back from effective date and a 12 month waiting period on pre-existing conditions) |
| Benefit Duration | Social Security Full Retirement Age |

Example:

| Rates effective July 1, 2020 are based on fixed rate of .45 per \$100 of salary | | |
|---|-----------------------------|--------------|
| Total Compensation | Approximate Monthly Benefit | Monthly Cost |
| \$30,000 | \$1,500 | \$11.25 |
| \$60,000 | \$3,000 | \$22.50 |
| \$90,000 | \$4,500 | \$33.75 |

MONTHLY COST: Rate effective July 1, 2020 is \$0.45 per \$100 of salary
 TOTAL COMPENSATION divided by 100 multiplied by the RATE equals the ANNUAL COST, divide by 12 for MONTHLY COST.

MONTHLY BENEFIT:
 TOTAL COMPENSATION divided by 12 months, multiplied by: 60% for MONTHLY BENEFIT.

Monthly Earnings is your average monthly income, determined from your current earnings. Earnings include housing allowance for Clergy.

Short-Term Disability Benefits

OneAmerica

In the event you become disabled from a non-work-related injury or sickness, short-term disability income benefits are offered through OneAmerica as a source of income. You must be actively at work on the effective date of coverage.



| Voluntary STD Coverage | |
|--------------------------------|--------------------------------|
| Basic Benefit | |
| | 60% of salary |
| Maximum Benefit | |
| | \$1,000 weekly |
| Elimination Period | |
| | 14 days for Injury or Sickness |
| Pre-existing Conditions | |
| | N/A |
| Benefit Duration | |
| | 11 Weeks |

NOTE: Annual wages of \$86,666 and above are subject to the Maximum Weekly Benefit of \$1,000 per week.

To calculate the weekly benefit and monthly cost please use the formulas listed below:

WEEKLY BENEFIT:

ANNUAL SALARY divided by 52 = weekly salary, multiplied by Benefit Percent (.60) = the WEEKLY BENEFIT.

MONTHLY COST: Rate effective July 1, 2020 is \$0.44 per \$10 of weekly benefit

WEEKLY BENEFIT divided by 10 = _____ multiplied by the rate (.44) = MONTHLY COST

Monthly Earnings is your average monthly income, determined from your current earnings. Earnings include housing allowance for Clergy.

Work / Life Assistance Program

OneAmerica

ComPsych EAP: Personal issues, planning for life events or simply managing daily life can affect your work, health and family. Your GuidanceResources program provides support, resources and information for personal and work-life issues. The program is company sponsored, confidential and provided at no charge to you or your dependents. ComPsych EAP is accessible by calling 855-387-9727 or on the web at www.guidanceresources.com. Company Web ID is: ONEAMERICA3.

Generali Global Travel Assistance is an emergency travel service that aids employees who are traveling 100 or more miles from home on a trip that lasts 90 days or less for business or pleasure. It helps with medical care, legal referrals, finding lost luggage, sending and receiving emergency messages, etc. and is accessible by calling 866-294-2469 from the US or Canada or 240-330-1509 (call collect) from other locations. You can also email them at: ops@europassistance-usa.com.

Group Life and AD&D Benefits

OneAmerica

All full-time employees are offered Group Life and Accidental Death and Dismemberment (AD&D) insurance. Monthly premium is paid by employer. You must be actively at work on the effective date of coverage.

The benefit amounts are:

Monthly Premiums Effective July 1, 2020

| Class | Benefit Amount Thru Age 64 | | 65% of Benefit Amount Ages 65 – 69 | | 50% of Benefit Amount Ages 70+ | |
|-------------|----------------------------|---------|------------------------------------|---------|--------------------------------|---------|
| | Benefit Amount | Premium | Benefit Amount | Premium | Benefit Amount | Premium |
| 1 | \$150,000 | \$61.50 | \$97,500 | \$42.08 | \$75,000 | \$33.75 |
| 2 | \$100,000 | \$43.00 | \$65,000 | \$30.05 | \$50,000 | \$24.50 |
| 3 | \$ 75,000 | \$33.75 | \$48,750 | \$24.04 | \$37,500 | \$19.88 |
| 4 | \$ 50,000 | \$24.50 | \$32,500 | \$18.03 | \$25,000 | \$15.25 |
| 5 (Retired) | \$ 5,000 | N/A | N/A | N/A | \$ 5,000 | \$18.15 |

Contact Linda Mathesius, 724-266-9400 ext 105, to update your beneficiary information.

Voluntary Life and AD&D Benefits

OneAmerica

If you want a greater level of protection, Anglican Church in North America provides you with the opportunity to elect Voluntary Life Insurance on yourself as well as your family. The monthly premium is paid by the employee through payroll deduction.

Please Note: Employees electing voluntary life will also have the opportunity to elect coverage on their spouse and/or child(ren). Spouse’s voluntary life election cannot exceed 100% of the employee’s voluntary life election.

| Voluntary Life Insurance Coverage | |
|---|--|
| You can purchase coverage on yourself : | |
| <ul style="list-style-type: none"> • In increments of \$1,000 • To a maximum of \$500,000 or 5x your salary, whichever is less • With a guarantee issue amount of \$110,000 | |
| You can purchase coverage on your spouse : | |
| <ul style="list-style-type: none"> • In increments of \$500 • To a maximum of \$500,000 or 100% of Employee’s election, whichever is less • With a guarantee issue amount of \$25,000 | |
| You can purchase coverage on your child(ren) : | |
| <ul style="list-style-type: none"> • Live birth to 6 months old: \$1,000 • 6 months to age 26: In increments of \$2,000 up to a maximum of \$10,000 or 100% of Spouse’s election, whichever is less • With a guarantee Issue for the full amount | |

If you and your eligible dependents enroll when first eligible, you may apply for any amount of life insurance coverage up to the Guarantee Issue amount of \$110,000 on yourself and \$25,000 for your spouse without furnishing Evidence of Insurability. Any life insurance coverage over the Guarantee Issue amounts will be subject to Evidence of Insurability. If you enroll when first eligible, you may increase your benefit at the next annual enrollment period by 10% or \$10,000, whichever is greater, up to the maximum allowed amount without furnishing Evidence of Insurability. If you and your eligible dependents do not enroll when first eligible, you can apply for coverage only during an annual enrollment period, and will be required to furnish Evidence of Insurability for the entire amount of coverage.

Voluntary Accidental Death & Dismemberment:

Supplemental AD&D benefits are payable to your beneficiary, in addition to your Life Insurance benefit, if you are deceased within 365 days after a covered accident and the cause of your death can be attributed to the covered accident.

| Voluntary AD&D Benefit | |
|---|------|
| Loss of life | 100% |
| Loss of both hands, feet, or eyes | 100% |
| Loss of hand, foot, or an eye | 50% |
| Loss of thumb and index finger of same hand | 25% |

ONEAMERICA VOLUNTARY LIFE/AD&D RATES

Monthly Melded Payroll Deduction Effective July 1, 2020

EMPLOYEE

| | \$10,000 | \$20,000 | \$30,000 | \$40,000 | \$50,000 | \$60,000 | \$70,000 | \$80,000 | \$90,000 | \$100,000 | \$110,000 |
|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|
| Age Band | | | | | | | | | | | |
| 0-24 | \$1.40 | \$2.31 | \$3.21 | \$4.11 | \$5.02 | \$5.92 | \$6.82 | \$7.72 | \$8.63 | \$9.53 | \$10.43 |
| 25-29 | \$1.48 | \$2.47 | \$3.45 | \$4.43 | \$5.42 | \$6.40 | \$7.38 | \$8.36 | \$9.35 | \$10.33 | \$11.31 |
| 30-34 | \$1.64 | \$2.79 | \$3.93 | \$5.07 | \$6.22 | \$7.36 | \$8.50 | \$9.64 | \$10.79 | \$11.93 | \$13.07 |
| 35-39 | \$1.98 | \$3.47 | \$4.95 | \$6.43 | \$7.92 | \$9.40 | \$10.88 | \$12.36 | \$13.85 | \$15.33 | \$16.81 |
| 40-44 | \$2.48 | \$4.47 | \$6.45 | \$8.43 | \$10.42 | \$12.40 | \$14.38 | \$16.36 | \$18.35 | \$20.33 | \$22.31 |
| 45-49 | \$3.46 | \$6.43 | \$9.39 | \$12.35 | \$15.32 | \$18.28 | \$21.24 | \$24.20 | \$27.17 | \$30.13 | \$33.09 |
| 50-54 | \$5.02 | \$9.55 | \$14.07 | \$18.59 | \$23.12 | \$27.64 | \$32.16 | \$36.68 | \$41.21 | \$45.73 | \$50.25 |
| 55-59 | \$7.28 | \$14.07 | \$20.85 | \$27.63 | \$34.42 | \$41.20 | \$47.98 | \$54.76 | \$61.55 | \$68.33 | \$75.11 |
| 60-64 | \$10.90 | \$21.31 | \$31.71 | \$42.11 | \$52.52 | \$62.92 | \$73.32 | \$83.72 | \$94.13 | \$104.53 | \$114.93 |
| 65-69 | \$18.32 | \$36.15 | \$53.97 | \$71.79 | \$89.62 | \$107.44 | \$125.26 | \$143.08 | \$160.91 | \$178.73 | \$196.55 |
| 70-74 | \$32.05 | \$63.61 | \$95.16 | \$126.71 | \$158.27 | \$189.82 | \$221.37 | \$252.92 | \$284.48 | \$316.03 | \$347.58 |
| 75+ | \$62.02 | \$123.55 | \$185.07 | \$246.59 | \$308.12 | \$369.64 | \$431.16 | \$492.68 | \$554.21 | \$615.73 | \$677.25 |

\$110,000 IS THE MAXIMUM THAT MAY BE ISSUED WITHOUT ANSWERING HEALTH QUESTIONS

SPOUSE

| | \$5,000 | \$10,000 | \$15,000 | \$20,000 | \$25,000 | \$30,000 | \$35,000 | \$40,000 | \$45,000 | \$50,000 | \$55,000 |
|-----------------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Age Band | | | | | | | | | | | |
| 0-24 | \$0.48 | \$0.96 | \$1.44 | \$1.92 | \$2.40 | \$2.88 | \$3.36 | \$3.84 | \$4.32 | \$4.80 | \$5.28 |
| 25-29 | \$0.53 | \$1.05 | \$1.58 | \$2.10 | \$2.63 | \$3.15 | \$3.68 | \$4.20 | \$4.73 | \$5.25 | \$5.78 |
| 30-34 | \$0.62 | \$1.24 | \$1.86 | \$2.48 | \$3.10 | \$3.72 | \$4.34 | \$4.96 | \$5.58 | \$6.20 | \$6.82 |
| 35-39 | \$0.83 | \$1.65 | \$2.48 | \$3.30 | \$4.13 | \$4.95 | \$5.78 | \$6.60 | \$7.43 | \$8.25 | \$9.08 |
| 40-44 | \$1.11 | \$2.22 | \$3.33 | \$4.44 | \$5.55 | \$6.66 | \$7.77 | \$8.88 | \$9.99 | \$11.10 | \$12.21 |
| 45-49 | \$1.64 | \$3.28 | \$4.92 | \$6.56 | \$8.20 | \$9.84 | \$11.48 | \$13.12 | \$14.76 | \$16.40 | \$18.04 |
| 50-54 | \$2.46 | \$4.91 | \$7.37 | \$9.82 | \$12.28 | \$14.73 | \$17.19 | \$19.64 | \$22.10 | \$24.55 | \$27.01 |
| 55-59 | \$3.68 | \$7.36 | \$11.04 | \$14.72 | \$18.40 | \$22.08 | \$25.76 | \$29.44 | \$33.12 | \$36.80 | \$40.48 |
| 60-64 | \$6.17 | \$12.33 | \$18.50 | \$24.66 | \$30.83 | \$36.99 | \$43.16 | \$49.32 | \$55.49 | \$61.65 | \$67.82 |
| 65-69 | \$10.42 | \$20.83 | \$31.25 | \$41.66 | \$52.08 | \$62.49 | \$72.91 | \$83.32 | \$93.74 | \$104.15 | \$114.57 |
| 70-74 | \$18.43 | \$36.85 | \$55.28 | \$73.70 | \$92.13 | \$110.55 | \$128.98 | \$147.40 | \$165.83 | \$184.25 | \$202.68 |
| 75+ | \$36.73 | \$73.46 | \$110.19 | \$146.92 | \$183.65 | \$220.38 | \$257.11 | \$293.84 | \$330.57 | \$367.30 | \$404.03 |

SPOUSE AMOUNT CANNOT EXCEED 100% OF EMPLOYEES AMOUNT
and \$25,000 is the most that can be issued without answering health questions

CHILD(REN)

| | \$2,000 | \$4,000 | \$6,000 | \$8,000 | \$10,000 |
|----------------------|---------|---------|---------|---------|----------|
| LIFE/AD&D | \$0.92 | \$1.85 | \$2.77 | \$3.70 | \$4.62 |

NOTE: FINAL RATES MAY VARY DUE TO ROUNDING.

* AGE = CURRENT YEAR - BIRTH YEAR

ONEAMERICA VOLUNTARY LIFE/AD&D RATES CONTINUED

Monthly Melded Payroll Deduction Effective July 1, 2020

EMPLOYEE

| | \$120,000 | \$130,000 | \$140,000 | \$150,000 | \$170,000 | \$180,000 | \$200,000 | \$250,000 | \$300,000 | \$400,000 | \$500,000 |
|-----------------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|
| Age Band | | | | | | | | | | | |
| 0-24 | \$11.34 | \$12.24 | \$13.14 | \$14.05 | \$15.85 | \$16.75 | \$18.56 | \$23.08 | \$27.59 | \$36.62 | \$45.65 |
| 25-29 | \$12.30 | \$13.28 | \$14.26 | \$15.25 | \$17.21 | \$18.19 | \$20.16 | \$25.08 | \$29.99 | \$39.82 | \$49.65 |
| 30-34 | \$14.22 | \$15.36 | \$16.50 | \$17.65 | \$19.93 | \$21.07 | \$23.36 | \$29.08 | \$34.79 | \$46.22 | \$57.65 |
| 35-39 | \$18.30 | \$19.78 | \$21.26 | \$22.75 | \$25.71 | \$27.19 | \$30.16 | \$37.58 | \$44.99 | \$59.82 | \$74.65 |
| 40-44 | \$24.30 | \$26.28 | \$28.26 | \$30.25 | \$34.21 | \$36.19 | \$40.16 | \$50.08 | \$59.99 | \$79.82 | \$99.65 |
| 45-49 | \$36.06 | \$39.02 | \$41.98 | \$44.95 | \$50.87 | \$53.83 | \$59.76 | \$74.58 | \$89.39 | \$119.02 | \$148.65 |
| 50-54 | \$54.78 | \$59.30 | \$63.82 | \$68.35 | \$77.39 | \$81.91 | \$90.96 | \$113.58 | \$136.19 | \$181.42 | \$226.65 |
| 55-59 | \$81.90 | \$88.68 | \$95.46 | \$102.25 | \$115.81 | \$122.59 | \$136.16 | \$170.08 | \$203.99 | \$271.82 | \$339.65 |
| 60-64 | \$125.34 | \$135.74 | \$146.14 | \$156.55 | \$177.35 | \$187.75 | \$208.56 | \$260.58 | \$312.59 | \$416.62 | \$520.65 |
| 65-69 | \$214.38 | \$232.20 | \$250.02 | \$267.85 | \$303.49 | \$321.31 | \$356.96 | \$446.08 | \$535.19 | \$713.42 | \$891.65 |
| 70-74 | \$379.14 | \$410.69 | \$442.24 | \$473.80 | \$536.90 | \$568.45 | \$631.56 | \$789.33 | \$947.09 | \$1,262.62 | \$1,578.15 |
| 75+ | \$738.78 | \$800.30 | \$861.82 | \$923.35 | \$1,046.39 | \$1,107.91 | \$1,230.96 | \$1,538.58 | \$1,846.19 | \$2,461.42 | \$3,076.65 |

THE ABOVE AMOUNTS REQUIRE ANSWERING HEALTH QUESTIONS

SPOUSE

| | \$60,000 | \$70,000 | \$80,000 | \$90,000 | \$100,000 | \$110,000 | \$150,000 | \$160,000 | \$180,000 | \$200,000 | \$250,000 |
|-----------------|----------|----------|----------|----------|-----------|-----------|------------|------------|------------|------------|------------|
| Age Band | | | | | | | | | | | |
| 0-24 | \$5.76 | \$6.72 | \$7.68 | \$8.64 | \$9.60 | \$10.56 | \$14.40 | \$15.36 | \$17.28 | \$19.20 | \$24.00 |
| 25-29 | \$6.30 | \$7.35 | \$8.40 | \$9.45 | \$10.50 | \$11.55 | \$15.75 | \$16.80 | \$18.90 | \$21.00 | \$26.25 |
| 30-34 | \$7.44 | \$8.68 | \$9.92 | \$11.16 | \$12.40 | \$13.64 | \$18.60 | \$19.84 | \$22.32 | \$24.80 | \$31.00 |
| 35-39 | \$9.90 | \$11.55 | \$13.20 | \$14.85 | \$16.50 | \$18.15 | \$24.75 | \$26.40 | \$29.70 | \$33.00 | \$41.25 |
| 40-44 | \$13.32 | \$15.54 | \$17.76 | \$19.98 | \$22.20 | \$24.42 | \$33.30 | \$35.52 | \$39.96 | \$44.40 | \$55.50 |
| 45-49 | \$19.68 | \$22.96 | \$26.24 | \$29.52 | \$32.80 | \$36.08 | \$49.20 | \$52.48 | \$59.04 | \$65.60 | \$82.00 |
| 50-54 | \$29.46 | \$34.37 | \$39.28 | \$44.19 | \$49.10 | \$54.01 | \$73.65 | \$78.56 | \$88.38 | \$98.20 | \$122.75 |
| 55-59 | \$44.16 | \$51.52 | \$58.88 | \$66.24 | \$73.60 | \$80.96 | \$110.40 | \$117.76 | \$132.48 | \$147.20 | \$184.00 |
| 60-64 | \$73.98 | \$86.31 | \$98.64 | \$110.97 | \$123.30 | \$135.63 | \$184.95 | \$197.28 | \$221.94 | \$246.60 | \$308.25 |
| 65-69 | \$124.98 | \$145.81 | \$166.64 | \$187.47 | \$208.30 | \$229.13 | \$312.45 | \$333.28 | \$374.94 | \$416.60 | \$520.75 |
| 70-74 | \$221.10 | \$257.95 | \$294.80 | \$331.65 | \$368.50 | \$405.35 | \$552.75 | \$589.60 | \$663.30 | \$737.00 | \$921.25 |
| 75+ | \$440.76 | \$514.22 | \$587.68 | \$661.14 | \$734.60 | \$808.06 | \$1,101.90 | \$1,175.36 | \$1,322.28 | \$1,469.20 | \$1,836.50 |

SPOUSE AMOUNT CANNOT EXCEED 100% OF EMPLOYEES AMOUNT
and \$25,000 is the most that can be issued without answering health questions

NOTE: FINAL RATES MAY VARY DUE TO ROUNDING.

* AGE = CURRENT YEAR - BIRTH YEAR

IMPORTANT: The information in this Benefits Summary is presented for illustrative purposes and is based on information provided by the employer. The text contained in this Summary was taken from various summary plan descriptions and benefit information. While every effort was taken to accurately report your benefits, discrepancies, or errors are always possible. In case of discrepancy between the Benefits Summary and the actual plan documents the actual plan documents will prevail. All information is confidential, pursuant to the Health Insurance Portability and Accountability Act of 1996. If you have any questions about this summary, contact Human Resources.