

Alliance Alert

The Public Employee Benefits Alliance (PEBA) was created by a group of Texas Government leaders working together for over a year to develop strategies to manage the rising costs of healthcare benefits. PEBA was established in January 2006 and was created pursuant to Chapter 791 of the Texas Local Government Code, the Purchasing Program Chapter 271 of the Texas Local Government Code and all other applicable provisions of Texas Law. PEBA membership is open to all Texas Local Governments who pay an annual membership fee and execute a PEBA Participating Interlocal Agreement. However, Local Governments who are members of one of the political subdivision Pools will obtain automatic annual PEBA membership through the participating Pool. An additional per proposal fee is established for proposal participants for all non-Pool members.

PEBA's mission is to support the individual members by providing: negotiation services to manage the spiraling cost of healthcare and related benefits, work through the alliance procurement model to purchase healthcare and related benefits a competitive price, and contractual negotiations which will include vendor service accountability requirements. In order to accomplish this mission, PEBA makes a commitment to negotiate on behalf of the membership affordable, high-quality healthcare and related benefits and services.

The PEBA Board met on May 3, 2013 and made the decision to approve the PEBA Administrative Services staff recommendation to execute a three year contract with American Fidelity Assurance Company for voluntary benefits.

The term of the contract will commence on September 1, 2013 through September 30, 2016. To be eligible for the new PEBA contract, the membership will be required to sign a Letter of Intent.

About American Fidelity

Discover the ease and simplicity of employee benefits and enrollment solutions, all from a PEBA partner focused on service. American Fidelity Assurance Company's services and benefits have been instrumental in helping political subdivisions in Texas and around the country save administrative time, manage costs and support the overall employee benefit program. From their salaried, career Account Managers who provide a year-round service commitment, to their flexible electronic enrollment options, they work hard to tailor the most efficient solution for you and your employees.

Salaried, Career Account Managers

PEBA chose American Fidelity because they understand the importance of building relationships with both employers and employees. Their salaried, career Account Managers take a consultative approach in meeting with each employee to help them understand every available benefit and service. Employees can ask questions, discuss their personal benefit needs and make specific and personal value based decisions.

Employee Benefits

Let American Fidelity enhance your current benefit program without adding costs to the bottom line by offering voluntary benefit plans to your employees. Their diverse portfolio is a great complement to your core benefit offerings and gives your employees the opportunity to better protect themselves and their families. *These policies may contain limitations, exclusions and or waiting periods. Products may be referred to by a different name.*

- Accident Only Insurance
- Cancer Insurance
- Critical Illness Insurance

Alliance Alert

Accident Only Insurance

American Fidelity's Accident Only Insurance policy provides employees with a solution for those unforeseen accidents that life sometimes delivers. The Limited Benefit Accident Only Insurance is designed to help pay for the unexpected medical expenses an individual may incur for the treatment of covered injuries received in an accident.

How the Plan Works

Accident Only Insurance policy pays according to a wide-ranging schedule of benefits. In addition, the policy provides 24-hour coverage for accidents that occur both on and off the job.

All benefits are only paid as a result of Injuries received in an Accident that occurs while coverage is in force. All treatment, procedures, and medical equipment must be diagnosed, recommended and treated by a Physician. All benefits are paid once per Covered Person per Covered Accident unless otherwise specified in the Limitations and Exclusions section. *(Premium and amount of Benefits may vary dependent upon Plan selected.)*

Coverage Feature	What It Means To Your Employees
Plan Options	Choose the plan to meet their financial needs.
Four Choices of Coverage: Individual, Individual and Spouse, Individual and Child, or Family	Choose the coverage that fits their lifestyle.
Wide-Ranging Schedule of Benefits	Covers all types of covered injuries.
Wellness Benefit	After the policy has been in force for 30 days, insured receive a benefit for an annual routine exam, including immunizations and preventive testing once per policy per calendar year.
Accident Emergency Treatment Benefit	Receive a benefit when emergency treatment in a Physician's office or emergency room occurs within 72 hours of a covered accident.
Benefit Paid Directly to your employee, to use as they see fit	Use the benefit however best fits their financial needs.
Guaranteed Renewable	Keep their coverage as long as premiums are paid as required.
24-Hour Coverage	They are covered on or off the job.
Portable	They own the policy. Take the coverage with them if they choose to leave their current job. Their premiums will remain the same.
Additional Coverage Options	Enhance the base plan by adding an optional rider.
Payroll Deducted	Enjoy the convenience of having premiums deducted straight from their paycheck.

Limitations, exclusions and waiting periods apply. Refer to your policy for complete details. This product is inappropriate for people who are eligible for Medicaid coverage. The company has the right to change premiums by class (AO-03 Series).

Alliance Alert

Cancer Insurance

A cancer diagnosis may be overwhelming. Even with a good medical plan, the out-of-pocket costs of cancer treatment, such as travel, childcare, and loss of income, are considerable and may not be covered. American Fidelity's Cancer Insurance can help offer financial protection so your employee can focus their attention on fighting cancer. They offer plans that can help assist with out-of-pocket costs often associated with a cancer diagnosis.

How the Plan Works

The plan is designed to help cover expenses if an insured is diagnosed with a covered Cancer. With over 20 benefits available to your employees, this plan provides benefits for the treatment of cancer, transportation, hospitalization and more. American Fidelity provides the money directly to your employee, to be used however they see fit.

Coverage Feature	What It Means To Your Employees
Plan Options	Choose the plan to meet financial needs.
Three Choices of Coverage: Individual, Single Parent Family, or Family	Choose the coverage that fits their lifestyle.
Wide-Ranging Schedule of Benefits	Covers a wide range of treatments.
Benefit Paid Directly to Employee	Use the money however best fits their financial needs.
Guaranteed Renewable	Keep their coverage as long as premiums are paid as required.
Diagnostic and Prevention Benefit	Receive a benefit for visiting their doctor for a cancer screening test, which helps with early detection.
Transportation and Lodging	Receive benefits if they travel more than 50 miles from their home using the most direct route for covered treatment.
Portable	They own the policy. Take the coverage with them if they choose to leave their current job. Their premiums will remain the same.
Additional Coverage Options	Enhance the base plan by choosing from a selection of optional riders.
Payroll Deducted	Enjoy the convenience of having their premiums deducted straight from their paycheck.

Limitations, exclusions and waiting periods apply. Please refer to your policy for complete details. This product is inappropriate for people who are eligible for Medicaid coverage. The company has the right to change premiums by class. The premium and amount of benefits provided vary dependent upon the plan selected.

Alliance Alert

Critical Illness Insurance

Surviving a critical illness, such as a heart attack or stroke, can come at a high price. With advances in technology to treat these diseases, the cost of treatment rises more and more every year. Even with medical insurance, the out-of-pocket expenses associated with a critical illness can affect anyone's finances. American Fidelity Assurance Company's Limited Benefit Critical Illness Insurance can be the solution that helps you and your family focus on recovery, and may help you with paying bills. Their plan can assist with the expenses that may not be covered by standard medical insurance.

How the Plan Works

If you are diagnosed with a covered Critical Illness, such as a heart attack or stroke, this plan is designed to pay a lump sum benefit amount to help cover expenses. Also, this plan offers a Recurrent Diagnosis Benefit that can provide an additional 50% of the Critical Illness benefit amount after the second occurrence date of the specified Critical Illness.

**This product may be referred to by a different name. **Not all riders may be available in every state. Limitations, exclusions, and waiting periods may apply. This product is inappropriate for people who are eligible for Medicaid coverage.*

Coverage Feature	What It Means To Your Employees
Plan Options	Group and Individual plans are available.
Choices of Coverage	Extend coverage to spouse and dependents.
Wellness Benefit	Receive a benefit for their annual health screening test.
Benefit Paid Directly to Employee	Use the money however best fits their financial needs.
Guaranteed Renewable	Keep their coverage up to age 75, as long as premiums are paid as required.
Multiple Critical Illness Benefits	They will be covered for various critical illnesses.
Portable	Take the coverage with them if they choose to leave their current job.
Payroll Deducted	Enjoy the convenience of having their premiums deducted straight from their paycheck.

Alliance Alert

Enrollment Solutions

American Fidelity understands the method of enrolling your employees into their benefit program is important, along with making sure your employees understand all the benefit options available to them. This is why American Fidelity offers multiple, flexible options when it comes to handling your benefit enrollment, while also maintaining the education and communication that is so valuable to your employees.

- Pre-Enrollment Planning & Post-Enrollment Review
- Group Employee Meetings
- One-on-One Employee Enrollments
- New Hire Enrollments
- Employee Benefit Guides

High Tech, High Touch

AFenroll®, American Fidelity's electronic enrollment, communication, and administration platform, provides you and your employees a year-round platform for enrollments and benefit administration. Their platform offers you the administrative savings and HRIS functionality you are looking for. In addition, they provide support for a full benefit enrollment that includes multiple product carriers, plan options, and coverage levels. American Fidelity handles the implementation with their specialized team of experts, and provides complete enrollment support and equipment along with year-round support from their salaried, career Account Managers.

Administrative Support Services

- **Online Administrative Tools**
Secure online billing and account management
- **Nondiscrimination Testing**
Testing available multiple times throughout the year
- **Health Care Reform Support**
Educational materials and individual consultations

Other Benefits & Services Available

- Disability Income Insurance
- Life Insurance
- Section 125 Plan
- Flexible Spending Accounts
- Health Savings Accounts (HSA)
- Health Reimbursement Arrangements
- Pre-Tax Transportation Benefits

To learn more about PEBA Membership or how to access Voluntary services, contact PEBA:

Nickie Bischoff (512) 719-6768 or (800) 348-7879, ext 6768

Alliance Alert

Public Employee Benefits Alliance

LETTER OF INTENT

Enter your group's name here intends to access the PEBA Alliance Agreement with American Fidelity Assurance Company. Enter your group's name here realizes the Alliance Agreement is a three year term and to access the American Fidelity Assurance Company and PEBA Alliance Agreement the employer must continue to be an active member of PEBA with appropriate annual membership and proposal fees paid in full. Each group will be required to enter into a separate agreement with American Fidelity Assurance Company.

Contact information for the person that American Fidelity Assurance Company should contact to begin implementation:

Name: _____

E-mail: _____

Phone #: _____

Letter of Intent Approved by:

Signature: _____

Printed Name: _____

Title: _____

Employer: _____