



Voya Employee Benefits & Voya Cares®

Voya Cares is not insurance coverage. It is a service offered through the Voya® family of companies.

For broker and employer use only.

ReliaStar Life Insurance Company (Minneapolis, MN) and
ReliaStar Life Insurance Company of New York (Woodbury, NY),
members of the Voya® family of companies

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VOYA
FINANCIAL

A different kind of company

At Voya Financial®, we consider ourselves to be a different kind of company, redefining what it means to make a secure financial future possible - one person, one family, one institution at a time.

Our focus is not only the products and solutions we offer, but more importantly *how* we deliver these solutions. This approach has contributed to the Ethisphere® Institute's recognition of Voya Financial for 10 consecutive years as one of the World's Most Ethical Companies®. As an extension of our mission and values, Voya is committed to making a positive difference in the lives of people with disabilities and special needs from birth through aging, by providing advocacy, resources and solutions.



Helping people with special needs and caregivers plan for the future they envision.



Why does this matter?



More than

**1 in 5
Americans**

(21.3%) are caregivers, having provided care to an adult or child with special needs.²

The disability and special needs community is underserved and may have unique financial needs. Voya Cares is focused on delivering access to special needs financial planning resources to help advance the financial well-being of those with special needs or disabilities and their caregivers.

What does this mean for Voya Employee Benefits?

An employer's benefits program may be the only opportunity an employee has to purchase insurance coverage that can offer financial protection for themselves and their loved ones.

Since the statistics show that a large part of the US population is impacted by disabilities and special needs, employers can reasonably expect that a portion of their employee population also will have disabilities and special needs or be caregivers. That's why it's important for employers to understand how supplemental insurance benefits can align with their employees' visions for the future, particularly when they have a loved one with a special need or disability. For employees who work hard to care for their loved one with disabilities, it only makes sense that their employee benefits do the same. In conjunction with this outlook, our hope is that employers who help their employees become more informed on how to financially protect their families may more effectively build engagement, support recruiting efforts and enhance retention.

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¹ CDC. "Disability Impacts All of Us Infographic." Centers for Disease Control and Prevention, 15 May 2023, www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html.

² Caregiving in the U.S.: 2020 Report. AARP and National Alliance for Caregivers, May 2020

Group Term Life & Individual Whole Life Insurance

Losing a loved one is never easy. Life insurance coverage can help the lives of an employee's loved ones by offering a layer of protection for their financial future. When someone is responsible for caring for an individual with special needs or disabilities, the benefits offered by a life insurance policy may be an important component in supporting the long-term financial plan for those individuals.

That's why it is important to understand the potential implications beneficiary designations can have with regard to essential government assistance benefits (i.e., Supplemental Security Income (SSI) and Medicaid).

Naming a loved one with a disability or special needs as a beneficiary could have an unintended impact on their eligibility for such benefits, many of which have strict asset or income restrictions. Employees in this situation may wish to work with a legal advisor to create a well-drafted special needs trust that is named as the beneficiary for insurance proceeds.

Disability Income Insurance

If an employee becomes disabled and is unable to work for a period of time, how would they pay for their everyday bills?

Disability Income Insurance provides employees with a benefit to replace a portion of their paycheck in the event they are unable to work due to sickness or injury. The benefit can be used to help cover ordinary expenses, like: rent or a mortgage, groceries, utilities or medical and recovery bills. Not only could this be a crucial benefit for an employee who becomes disabled and needs to maintain a portion of their income, but it can be especially critical when an employee is also a caregiver of someone with a disability and special needs. Employees may need to meet certain conditions to be eligible for benefits, such as completing a waiting period. Pre-existing condition limitations may also apply.

Critical Illness/Specified Disease, Accident and Hospital Indemnity Insurance

These coverages are a cost-effective way to help minimize the financial impact of a covered illness, accident or hospital confinement.

When faced with an unexpected situation such as an accident or illness, the emotional and financial stress can be challenging. If the insured is caring for a loved one with a disability and special needs, the implications may be even greater. The benefits provided by these coverages can be used for any purpose, from paying for unexpected medical bills to daily expenses. Pre-existing condition limitations may apply.

These are limited benefit policies. They are not health insurance and they do not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

We offer valued insurance solutions

Voya Employee Benefits offers a diverse range of group supplemental insurance products and services. Our diverse insurance benefits portfolio can help employees and beneficiaries manage out-of-pocket costs they may not be prepared for when unexpected covered events occur.



Additional services available include:

HealthChampion® Plus:

This health advocacy program provides employees and their families with personalized support services while navigating a critical illness, such as administrative and clinical support, beneficiary services, and optional mental health resources. HealthChampion® Plus services are provided by ComPsych® Corporation, Chicago, IL.

Employee Assistance Program (EAP):

When packaged with other products, like life insurance or disability income insurance, EAP services can help address personal, family and life issues. EAP services are provided by ComPsych® Corporation, Chicago, IL.

Services and availability may vary by product and state.

Stop Loss Insurance

In addition to the insurance products available to employees and their dependents, Voya Employee Benefits also offers Stop Loss Insurance to employers to help them plan for and manage risk exposure in self-funded medical plans. Stop Loss coverage can be an effective way for an employer to help control costs, should an employee or other covered member experience a catastrophic health claim.

Additional education and guidance tools

In conjunction with Voya Cares, we can offer employers and employees access to additional education and guidance tools via the Voya Cares online resource center. This website provides helpful information including:

- Financial planning checklists and action items
- Practical case studies
- Educational articles
- Research papers
- Access to community support resources and solution providers like Wellthy* – a caregiving concierge service; and ABLE National Resource Center accounts** and - a tax-advantaged savings accounts that allow qualifying individuals to accumulate funds without interrupting government benefits eligibility.
- Guide to understanding government assistance benefits
- Special considerations for beneficiary designations
- Case studies, articles, whitepapers and community support resources for those with special needs or disabilities and their family members.

* All caregiver solutions provided by Wellthy. Wellthy is a separate entity and not a corporate affiliate of Voya Financial.

** Any reference to a specific product, process, or service does not constitute or imply an endorsement by Voya Cares/Voya Financial of the product, process, or service, or its producer or provider.

Voya Cares is here to help employees with disabilities and special needs and employees who are caregivers along the journey toward financial wellness

One of the first steps is to help employees understand how their employee benefits can help support their vision of their future



For additional information please contact your local Voya Employee Benefits sales representative. Visit [Voya.com](https://www.voya.com) or [Voyacares.com](https://www.voyacares.com) to learn more.

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World's Most Ethical Companies: In 2023, Voya Financial was one of 135 companies recognized by Ethisphere® as one of the 2023 World's Most Ethical Companies®, based on performance in 2022. The World's Most Ethical Company assessment is based upon Ethisphere's Ethics Quotient® framework, which offers a quantitative way to assess a company's performance in an objective, consistent and standardized way. The information collected provides a comprehensive sampling of definitive criteria of core competencies, rather than all aspects of corporate governance, risk, sustainability, compliance and ethics. Scores are generated in five key categories: ethics and compliance program (35%), culture of ethics (20%), environmental and social impact (20%), governance (15%) and leadership and reputation (10%) and provided to all companies who participate in the process. While Voya's Senior Vice President of Corporate and Organizational Development sits on Ethisphere's Equity and Social Justice Initiative Advisory Council, he plays no role in the selection process for the World's Most Ethical Company award, but this fact has been disclosed to the extent it may be perceived as a possible conflict of interest. There is a processing fee of \$3,500 USD to participate. There is also a \$35,000 USD licensing fee for use of the logo. "World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC.

Insurance products are issued by ReliaStar Life Insurance Company (Minneapolis, MN) and ReliaStar Life Insurance Company of New York (Woodbury, NY). Within the State of New York, only ReliaStar Life Insurance Company of New York is admitted, and its products issued. Both are members of the Voya® family of companies. Voya Employee Benefits is a division of both companies. Product availability and specific provisions may vary by state.

Financial Advisors are Investment Advisor Representatives of and offer securities and investment advisory services through Voya Financial Advisors, Inc., (VFA) member SIPC. Neither Voya Financial Advisors nor its representatives offer tax advice.

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