



BENEFITS TRAINING

DIVISION OF ADMINISTRATIVE SERVICES

AGENDA

- Benefits Enrollment Checklist
- PERS (Retirement)
 - Enrollment Form
 - Beneficiary Form
- WV Retirement Plus 457
- PEIA (Benefits)
 - Online Enrollment
 - Divorce
- MetLife (Life Insurance)
- Mountaineer Flexible Benefits
 - Accident, Critical Illness, Hospital Insurance
 - Dental, Vision, Hearing, Legal
 - Short/Long-Term Disability
 - FSA and HSA Accounts
- Self-Pay for PEIA/Mountaineer Flex
- Revive Health
- WV Employee Referral Program
- Employee Discounts
- Contact Info
- Questions

BENEFITS ENROLLMENT CHECKLIST

Updates:

- Transfers

Include:

- PERS Enrollment and Beneficiary Form
- WV Retirement Plus 457 Form
- PEIA
 - Health Waiver
 - MetLife *Don't send with the packet
- FBMC
- Required Documents Employees must initial the form in the areas shown here with an arrow. If employee is not opting out of Basic Life, Health, Optional or Dependent Life insurance, those areas do not need initials
- Employee must sign and date this form

BENEFITS ENROLLMENT CHECKLIST

WV Division of Administrative Services
1124 Smith Street, Suite 2100
Charleston, WV 25301
phone: (304) 558-2350
fax: (304) 558-4878

BENEFITS	
Please check New Hire, Temp to Perm or Transfer-In	
New Hire	
Temp to Perm	
Transfer-In	
Department	
Transferring In from	

Name	Oasis ID #
Facility (Work Location)	Date of New Hire, Temp to Perm or Transfer-In
If Employee's Pay Location is <u>Different</u> than their Work Location, list Pay Location Here: (this is located in Oase on EPM screen beside Home Unit and Pay Location):	

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) WV RETIREMENT PLUS (457)		For OAS Use Received Completed form
Public Employees Retirement Enrollment and Beneficiary Forms		
WV Retirement Plus (457) Enrollment Instructions		
PUBLIC EMPLOYEES INSURANCE AGENCY (PEIA)		
Employees must receive the following:		Employee's Initials confirming receipt
PEIA Shopper's Guide		
PEIA Summary Plan Description		
Instructions for PEIA Online Enrollment		
PEIA Enrollments should be completed Online (see instructions) If Opting out of Insurance(s), Form must be completed to Waive		For OAS Use Approved By: No Online or Waiver form
Basic Life Insurance Enrollment	Employee's Initials if Opting Out	
Health Benefits Enrollment Form	Employee's Initials if Opting Out	
Optional and Dependent Life Enrollment	Employee's Initials if Opting Out	
I acknowledge that I must complete my Beneficiary information for any Basic and Optional Life Insurance that I enroll in through MetLife. After policy approval, I can complete my beneficiary information online at mybenefits.metlife.com by choosing "WV Public Employees Insurance Agency" as my organization, or, I could complete and mail in the paper form to the address provided at the bottom of the form. I can call MetLife at 1-888-466-8640 for any assistance.		Employee's Initials
MOUNTAINEER FLEXIBLE BENEFITS (FBMC)		For OAS Use Received Completed form
FBMC Plan Book and Enrollment Form (not needed for Transfers)	Employee's Initials if Opting Out	

Section below to be Signed by Employee

I have been given the Shopper's Guide and Summary Plan Description books for PEIA's Basic Life Insurance, Health Insurance and Optional/Dependent Life Insurance, as well as the Plan Book and form for Mountaineer Flex Benefits. I understand that if I choose not to enroll in Basic Life, Optional/Dependent Life and/or Health Insurance through PEIA, that I must complete the enrollment forms to decline (waive) this insurance.

Employee Signature

Date



PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)

PERS

ENROLLMENT FORM

- Enrollment form at www.wvretirement.com
- This deduction is mandatory
- PERS Tier I: Contributions are at 4.5% of gross salary if hired prior to 7/1/2015
- PERS Tier II: Contributions are at 6% of gross salary if hired after 7/1/2015
- Sections highlighted in yellow are filled out by employee and verified as completed by HR Facility Rep
- Sections highlighted in blue are filled out by HR facility Rep
- Original is mailed by HR Facility Rep to CPRB and a copy is submitted to DAS HR via request manager (along with Beneficiary Form)

 West Virginia Consolidated Public Retirement Board (CPRB) 601 57th Street SE, Suite 5 Charleston, WV 25304 304-558-3570 or 800-654-4406 www.wvretirement.com		Public Employees Retirement System (PERS)	
		Membership Enrollment	
All full-time employees, as defined in WV Code §5-10-2 and WVCSR §162-5-2, of the State of West Virginia or of a participating political subdivision are required to participate in the Public Employees Retirement System (PERS) as a condition of employment. Please see Section 2 below for exceptions to this rule.			
Section 1: Employee Information			
Employee Full Name		SSN	Date of Birth
Employee Mailing Address		City	State
Employee Email Address		Home Telephone Number	Mobile Telephone Number
Employer Name		Date of Hire with Current Employer	Job Position
Position Status ☐ Part Time ☐ Full Time ☐ Elected ☐ Temporary		Scheduled Hours Per Day	Payroll Frequency ☐ Weekly ☐ Bi-Weekly ☐ Semi-Monthly ☐ Monthly
Type of Rate of Pay ☐ Daily ☐ Hourly ☐ Monthly ☐ Yearly		Rate of Pay \$	Employment Payment Type ☐ Hourly ☐ Salaried ☐ Per Diem/Daily
Are you currently retired under any of the State's Retirement Systems? ☐ Yes ☐ No If Yes, list the retirement system:		Have you previously contributed to PERS? * ☐ Yes ☐ No	
Name of Spouse	Spouse DOB	Spouse SSN	Do you have previous Military Service ☐ Yes ☐ No If Yes, forward a copy of your DD214 to CPRB. **
List previous employment with employers who participate in the Public Employees Retirement System or the Teachers' Retirement System		Date Employment Began (M/D/Y)	Date Employment Ended (M/D/Y)
Did you withdraw your retirement contributions upon termination of employment? *			
1.			
2.			
*Any member of PERS who has been re-employed for one full year by a participating PERS employer may purchase previously withdrawn PERS service, provided that they redeposit the withdrawn funds plus interest. Reinstatement payments must begin within two years of the return to employment and the full amount repaid (in a lump sum or payments) within five years of the return to employment. **An Employee hired for the first time and first became a PERS member on or after July 1, 2015 will participate in PERS Tier II, and must request a calculation of the cost to purchase active military service or WV National Guard Title 32 military service credit under PERS. The request must be received by PERS within the first 12 consecutive months of contributing service in PERS. If the request is not received within the first 12 consecutive months of contributing service in PERS, a PERS Tier II member is ineligible to purchase active military service or WV National Guard Title 32 military service credit.			
Section 2: Member of a Legislative Body or Certain Retiree Voluntary Election to Participate (refer to eligibility criteria below)			
If you are a member of a legislative body or a retired member of the WV State Police Death, Disability and Retirement Fund (Trooper Plan A), WV State Police Retirement System (Trooper Plan B), WV Deputy Sheriff Retirement System (DSRS), WV Natural Resources Police Officers Retirement System (NRPORS) or any Municipal Police Officer or Firefighter Retirement System, you have the option <u>not</u> to participate in PERS. Please select the box below if you fall under one of these criteria and you VOLUNTARILY ELECT to participate in PERS. NOTE: Your decision to participate in PERS is irrevocable once CPRB receives your first contributions. ☐ I wish to participate in PERS			
Section 3: Employee Signature			
Employee Signature		Date	
Section 4: CPRB Internal Use Only			
☐ PERS – Tier I – 4.5% Employee Contribution (First became a member of PERS prior to July 1, 2015)			
☐ PERS – Tier II – 6.0% Employee Contribution (Hired for first time and first became a PERS member on or after July 1, 2015)			
Reviewed by: _____		Date: _____	
		WVPF0002 May 8, 2024	

PERS

BENEFICIARY FORM

- Must be in blue ink
- Page 2 for employee with < 10 years of service
- Page 3-8 for employee with > 10 years service
- Sections highlighted in yellow are filled out by employee and verified as completed by HR Facility Rep
- Sections highlighted in blue are filled out by HR Facility Rep. Witnessed date must match employee signature date

REMEMBER TO SIGN AND DATE THIS FORM

Pre-Retirement Beneficiary Options for PERS -- Use BLUE INK ONLY and **mail the original form** to CPRB.

SECTION I: LESS THAN 10 YEARS OF CREDITED SERVICE REGARDLESS OF YOUR ORIGINAL DATE OF HIRE

[WV Code §5-10-27]

»If you have more than 10 years of service, go to page 3, page 5, page 6, or page 8.

☒ I have less than 10 years of credited service and, in the event of my death, I direct CPRB to pay my accumulated contributions in a lump sum to my named beneficiary(ies) - i.e. family members, estate.

Note: You may elect to name multiple primary and/or secondary beneficiaries. If you wish to do so and need more space than is provided, attach to this form a sheet of paper with your name and social security number; include all beneficiary information required below, whether the beneficiary is to be Primary or Secondary, plus the percent of the distribution each is to receive.

Full Name of Beneficiary	SSN	Date of Birth	Relationship	Percentage
Primary ☐ Secondary ☐				%
Primary ☐ Secondary ☐				%
Primary ☐ Secondary ☐				%
Primary ☐ Secondary ☐				%

THINGS TO REMEMBER:

If your family situation changes (birth, death, divorce, etc.), you should re-evaluate your beneficiary designation, especially if a named beneficiary pre-deceases you. If you wish to change your beneficiary, you should complete a new beneficiary form and return it to the CPRB. Please keep a copy of this document for your records.

As you pass the 10 Years of Credited Service threshold, you need to re-evaluate your beneficiary designation. If you are married with more than 10 years of credited service, state law requires CPRB to pay your surviving spouse unless a spousal waiver has been completed. Your total Years of Credited Service appears on your annual PERS Statement.

IMPORTANT:

This form is not valid for anyone who has commenced retirement in PERS, including retirees who have returned to work for a PERS participating employer.

Member Printed Name	SSN	Date of Birth
Mailing Address		
City	State	Zip Code
Employer	Work Phone	Home Phone
Member Signature		Date
Witness Printed Name (Cannot be a named beneficiary)	Witness Signature	Date
Witness Mailing Address		Witness Telephone

Once accepted by the CPRB, this form supersedes any and all prior Pre-Retirement Beneficiary Designations for you under PERS.

CPRB use only:

Verify correct section completed based on PERS credited service and original hire date.

Verify member is not a PERS retiree.

Initial

Date

Page 2 of 8

WVPF0080 January 10, 2023



WV RETIREMENT PLUS 457



WV457
RETIREMENT PLUS

**SIGN UP FOR WV457 WITH YOUR
PAYROLL COORDINATOR TODAY!**

Sign Up Today

- Complete a Quick Enrollment form with your Payroll Coordinator
- Complete a Contribution Election form to start contributions with your first paycheck
- Be on the lookout for an email with more information
- Enjoy easy online account access

Online Features

- Change contribution amount
- Choose investment options right for you
- Designate and update beneficiaries
- Keep your information updated
- Stay aligned with your financial goals
- Access financial tools
- Request a free meeting with a local Retirement Plan Advisor (RPA)



Not ready to sign up today? No problem!

- State employees are automatically enrolled within 30 days of receiving written notification.*
- Automatic savings starts with a \$10 per paycheck contribution (45-60 days after employment start date)
- Log in to your account online to change contributions, manage account, or decline enrollment
- **To decline auto enrollment: You must register online after you receive your automatic enrollment notice in the mail and choose \$0 contribution or call 1-800-551-4218**

*Automatic enrollment in the WV457 deferred compensation plan is required under West Virginia State Code §5-10B-3a for most full-time state employees. Exemptions from automatic enrollment include temporary employees, Higher Education Policy Commission employees, Council for Community and Technical College Education employees, and employees of the state's public institutions of higher education. Employees may choose to decline participation in the state's deferred compensation plan.

Don't forget! Register your account at WV457.gov or call 1-800-551-4218.



A PROGRAM OF THE WEST VIRGINIA STATE TREASURER'S OFFICE

WV457.GOV

- A 457 plan is designed to supplement an employee's pension, social security and other personal retirement savings
- An automatic deduction of \$10.00 per paycheck starts 45-60 days after the employment start date
- Employees may decline participation or increase their contribution amount after receiving their enrollment notice in the mail



PUBLIC EMPLOYEE INSURANCE AGENCY (PEIA)

PEIA Currently Experiencing High Call Volumes

When calling, we ask that you please leave only one message. For faster service, please use the Secure Communication feature in [ACCESS](#)....

[Read More](#)

PEIA ACCESS



Find a Provider

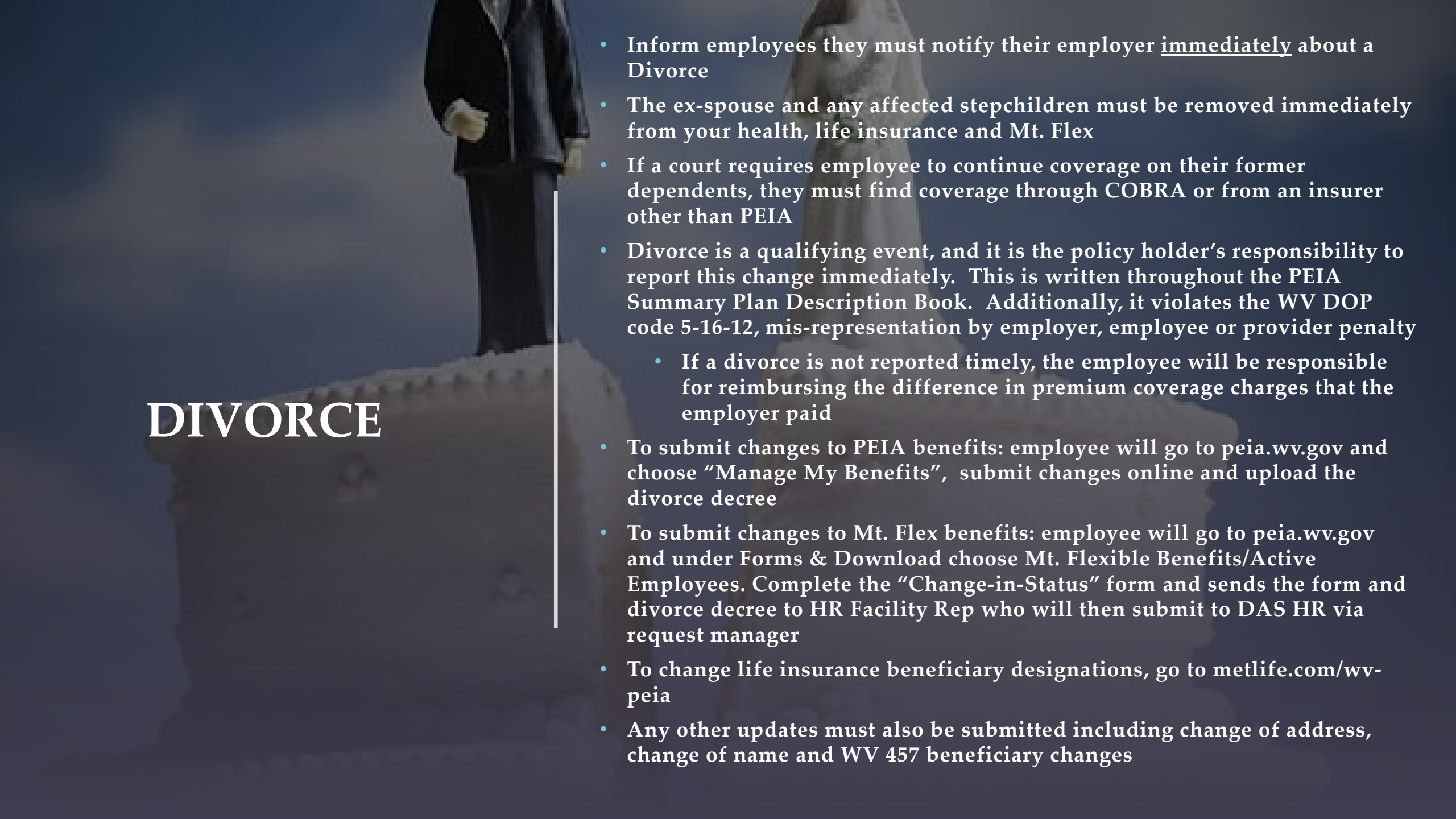


FAQs

OPEN ENROLLMENT PLAN YEAR 2027

4/2/26 THROUGH 5/15/26

- Premiums are increasing 3%.
- PPB Plan names are changing to metals: A will now be Gold, B will be Silver, C will be Gold High Deductible, and D will be WV Bronze High Deductible.
- WV Bronze (Plan D) Benefit changes include a 34% **decrease** in premiums, a 425% **increase** in deductibles and a 55% **increase** in out-of-pocket maximums.
- Any member currently in Plan D will have to re-elect a plan during Open Enrollment. There will be an Employer Healthcare Savings Account contribution of \$500 for all WV Bronze Plan Policies upon enrollment.
- There will be a slight increase in premiums for the dental plan, offered through Sunlife.
- Benefits Guides were mailed on 3/31/26 to all participants.
- You may also access the guide directly on the PEIA website under Forms and Downloads.
- New ID numbers and cards will be issued with the new plan names.



DIVORCE

- Inform employees they must notify their employer immediately about a Divorce
- The ex-spouse and any affected stepchildren must be removed immediately from your health, life insurance and Mt. Flex
- If a court requires employee to continue coverage on their former dependents, they must find coverage through COBRA or from an insurer other than PEIA
- Divorce is a qualifying event, and it is the policy holder's responsibility to report this change immediately. This is written throughout the PEIA Summary Plan Description Book. Additionally, it violates the WV DOP code 5-16-12, mis-representation by employer, employee or provider penalty
 - If a divorce is not reported timely, the employee will be responsible for reimbursing the difference in premium coverage charges that the employer paid
- To submit changes to PEIA benefits: employee will go to peia.wv.gov and choose "Manage My Benefits", submit changes online and upload the divorce decree
- To submit changes to Mt. Flex benefits: employee will go to peia.wv.gov and under Forms & Download choose Mt. Flexible Benefits/Active Employees. Complete the "Change-in-Status" form and send the form and divorce decree to HR Facility Rep who will then submit to DAS HR via request manager
- To change life insurance beneficiary designations, go to metlife.com/wv-peia
- Any other updates must also be submitted including change of address, change of name and WV 457 beneficiary changes

METLIFE

LIFE INSURANCE BENEFITS

BENEFICIARY PAGE 1

Life Insurance – Free coverage for \$10,000

- \$0 out-of-pocket to employee
- Sections highlighted in green are filled out by employee and verified as complete by HR Facility Rep
- Form is mailed to MetLife
- DAS HR does not get a copy



Group Term Life Insurance Beneficiary Designation

Metropolitan Life Insurance Company

Use this form to name the persons or entities you want to receive your life insurance proceeds after your death.

Things to know before you begin

- Completing this form replaces your existing beneficiary designations. Please provide details for **each** beneficiary, even if you have already given us this information in the past.
- Gather the name(s), date(s) of birth, Social Security/Tax ID number(s) and contact information for all of your beneficiaries.
- The beneficiaries you name on this form apply to your Group Term Life insurance coverage insured by MetLife.
- To name additional beneficiaries, attach a separate page. Provide the requested information including the beneficiary type (*primary* or *contingent*) and the % proceeds for each. Sign and date these page(s), making sure the date is the same as the date next to the signature on this form.
- Please complete and return all pages or we cannot record your choices.

- ! Submit or update your beneficiary choices instantly at mybenefits.metlife.com
- ! If you make a mistake anywhere on this form, cross it out and initial it.

SECTION 1: About the Insured

First name	Middle name	Last name	
Date of birth (mm/dd/yyyy)	Social Security number	Phone number	
Address	City	State	ZIP
Employer name West Virginia Public Employees Insurance Agency (PEIA)		Customer number 150596	

SECTION 2: About the Plan

The beneficiaries you name on this form apply only to the MetLife-insured plan(s) selected below:

- ☐ All group term life coverage currently in effect
- OR
- ☐ Basic Life/Personal Accidental Death & Dismemberment (AD&D)
- ☐ Supplemental/Optional Life
- ☐ Supplemental/Optional Accidental Death & Dismemberment (AD&D)

To name separate beneficiaries for the Life or AD&D coverages in this section, photocopy this form and complete a different form for each type of coverage.

SECTION 3: About the Primary Beneficiaries

These parties are your first choice to receive the insurance proceeds after your death. If a primary beneficiary dies before you, we will divide their share(s) equally between the remaining primary beneficiaries.

- You must name at least one (1) primary beneficiary.
- Please check the box and complete the form fields for each beneficiary you name. Having accurate information for your beneficiaries ensures that we distribute the proceeds the way you want.
- Use the proceeds % field to tell us how you want us to distribute the proceeds. If you want a specific distribution, use whole numbers (*no fractions or decimals*) and make sure they (*and any listed on separate pages*) add up to 100%. To distribute them equally between your primary beneficiaries, leave **all** of the proceeds % fields blank.

About the Primary Beneficiaries (continued)

☐ Individual

First name	Middle name	Last name	A	Write in the % of proceeds assigned to this person
Address		Date of birth (mm/dd/yyyy)		
City		State ZIP		
Gender ☐ M ☐ F	Social Security number	Phone number Relationship to Insured		

☐ Individual

First name	Middle name	Last name	B	Write in the % of proceeds assigned to this person
Address		Date of birth (mm/dd/yyyy)		
City		State ZIP		
Gender ☐ M ☐ F	Social Security number	Phone number Relationship to Insured		

☐ Individual

First name	Middle name	Last name	C	Write in the % of proceeds assigned to this person
Address		Date of birth (mm/dd/yyyy)		
City		State ZIP		
Gender ☐ M ☐ F	Social Security number	Phone number Relationship to Insured		

☐ Your Estate – If you name your Estate as a primary beneficiary, you cannot name a contingent beneficiary.

D

Proceeds

%

☐ Testamentary Trust created in your Will – The trust under your last Will and Testament as shall be admitted to probate.

E

Proceeds

%

☐ Living (Inter Vivos) Trust – See further instructions on page 4.

F

Proceeds

%

☐ Charity/Organization – List the charity or organization name and not an employee of the charity or organization. See further instructions on page 4.

G

Proceeds

%

Total proceeds for all primary beneficiaries (A-G plus any listed on separate pages) must equal 100%.

100%

SECTION 4: About the Contingent Beneficiaries

Skip this section if you're not naming a contingent beneficiary or if you named your Estate as a primary beneficiary. Contingent beneficiaries receive the insurance proceeds **only** if all of the primary beneficiaries are deceased at the time of your death. If a contingent beneficiary dies before you, we will divide their share(s) equally between the remaining contingent beneficiaries.

- Please check the box and complete the form fields for each beneficiary you name. Having accurate information for your beneficiaries ensures that we distribute the proceeds the way you want.
- Do not list the same person or entity as both a primary and a contingent beneficiary.
- Use the proceeds % field to tell us how you want us to distribute the proceeds. If you want a specific distribution, use whole numbers (*no fractions or decimals*) and make sure they (*and any listed on separate pages*) add up to 100%. To distribute them equally between your contingent beneficiaries, leave **all** of the proceeds % fields blank.

☐ Individual

First name	Middle name	Last name	H	Write in the % of proceeds assigned to this person
Address		Date of birth (mm/dd/yyyy)		
City		State ZIP		
Gender ☐ M ☐ F	Social Security number	Phone number Relationship to Insured		

☐ Individual

First name	Middle name	Last name	I	Write in the % of proceeds assigned to this person
Address		Date of birth (mm/dd/yyyy)		
City		State ZIP		
Gender ☐ M ☐ F	Social Security number	Phone number Relationship to Insured		

☐ Your Estate

J

Proceeds

%

☐ Testamentary Trust created in your Will – The trust under your last Will and Testament as shall be admitted to probate.

K

Proceeds

%

☐ Living (Inter Vivos) Trust – See further instructions on page 4.

L

Proceeds

%

☐ Charity/Organization – List the charity or organization name and not an employee of the charity or organization. See further instructions on page 4.

M

Proceeds

%

Total proceeds for all contingent beneficiaries (H-M plus any listed on separate pages) must equal 100%.

100%

METLIFE

BENEFICIARY PAGE 4

SECTION 5: About your Trust/Charity/Organization Beneficiaries

Skip this section if you did not name a Living Trust or Charity/Organization as one of your beneficiaries. Otherwise, please provide the information requested below on a separate page. Make sure you include the type of beneficiary (*primary or contingent*) and that you sign and date these page(s).

- Please include:
- Trust/Charity/Organization name
 - Address
 - Phone number
 - Type of Beneficiary (*primary or contingent*)
 - % of proceeds you are assigning to the Trust/Charity/Organization
- Additional information required for Living (*Inter Vivos*) Trust(s):
- Trust date
 - Trust Tax ID number
 - Trustee first, middle and last name

SECTION 6: Signature required

By signing below, I hereby revoke any previous designations, and I designate the person, people, or entity named herein as beneficiaries.

☐ Check if you are completing and signing this form as agent for the insured under a valid Power of Attorney.

Please submit a copy of the Power of Attorney with this beneficiary form.

Please print and sign below		
Insured/Owner first name	Middle name	Last name
Sign Here	Insured/Owner signature	Date form completed (mm/dd/yyyy)



Did you remember to...

- ✓ Provide complete information for each of your beneficiaries?
- ✓ Make sure the total "proceeds %" for your **primary beneficiaries** (*including those on a separate page*) equals 100%? Separately, did you remember to make sure the total "proceeds %" for your **contingent beneficiaries** (*including those on a separate page*) equals 100%?
- ✓ Complete, sign and date any extra pages that list beneficiary information (*such as Living Trust/Charity/Organization beneficiaries*)?
- ✓ Cross out and initial any mistakes you made? (*If you crossed out any answers, your signature is not enough. You must also initial all your corrections.*)

Example: ~~12/20/25~~ 12/20/15 ~~J.M~~ ⇨ **answer corrected, initials required**

Please note: we cannot record your beneficiary choices unless you complete these items.

SECTION 7: How to submit this form

Mail:
MetLife Recordkeeping & Enrollment Services
P.O. Box 14401
Lexington, KY 40512-4401

Be sure to keep a copy of this completed form for your records.

MOUNTAINEER FLEXIBLE BENEFITS

Accident Insurance - Provides coverage if you are injured. Health plans may cover direct costs associated with an accident and accident insurance benefits can cover the unexpected costs, such as lost income, childcare, deductible and co-pays.

Critical Illness Insurance - Provides a payment following the diagnosis of a serious illness or disease.

Hospital Indemnity Insurance - Provides payment following admission of your hospital stay:

Benefits are payable for hospital stays due to:

- ☐ Sickness
- ☐ Accidents, confinements due to an accident must be within 365 days (1 year) of the accident
- ☐ Routine pregnancy
- ☐ Complications of pregnancy
- ☐ Newborn complications
- ☐ Mental and nervous disorders
- ☐ Substance abuse

MOUNTAINEER FLEXIBLE BENEFITS

SunLife – Dental

4 Plan Options - Assistance, Basic, Enhanced, and Premier

All plans cover 100% of in-network preventative dental services such as: oral evaluations, routine cleanings, and fluoride treatments for children under the age of 19. (refer to page 9 in the benefits guide)

Find a dentist - www.sunlife.com/findadentist or call 844 583-5036

Insurance Card – www.sunlife.com/wvpeia create an account and receive a confirmation email. Confirm the email, view your plan, and print a card.

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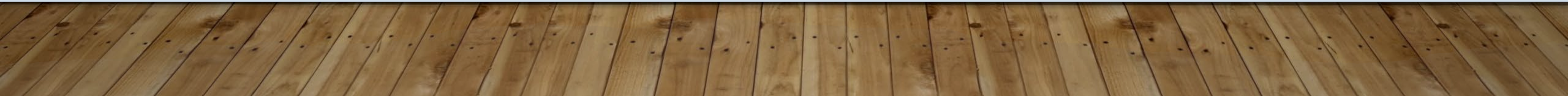
Humana Eye Med – Vision

2 Plan Options – Exam Plus and Full Service

Both plans cover examinations, lenses, contact lenses, and frames. (refer to page 10 of the benefits guide)

Find a provider – www.humana.com or call 877 398-2980

Insurance card – download the mobile app



MOUNTAINEER FLEXIBLE BENEFITS

EPIC – Hearing

Expansive network with 7,000 hearing care professionals. Thousands of name- brands and private-labeled hearing aids from the industry's top brands.

3 in-person follow-up visits included after hearing aid purchase with a 60-day trial period.

Contacts – www.EPIChearing.com or call 866 956-5400 to discuss pricing, pay out-of-pocket costs, order hearing aids, discuss products and service options.

ARAG - Legal

2 Plan Options – Ultimate Advisor and Ultimate Advisor Plus

Legal protection and council for a wide range of covered services

Website: www.ARAGlegal.com/myinfo and enter access code 18387wv

MOUNTAINEER FLEXIBLE BENEFITS

Short-Term Disability (STD)

STD is 70% of your pre-disability earnings. This insurance is intended to cover you for a short period of time following a qualified illness, injury or pregnancy that keeps you out of work.

Once employee is off work for 30 days and exhausted all sick leave, the STD will start and pay up to 6 months (not to exceed payments of \$1000 weekly).

Long-Term Disability (LTD)

LTD is similar to a STD but picks up at 6 months and will pay 50% or 60% of your pay until you are released to work by your physician, or until you turn 65, which ever comes first.

Plan Options

#1 Pays 50% and maximum monthly salary, can not be over \$6,000

#2 Pays 60% and maximum monthly salary, can not be over \$10,000

MOUNTAINEER FLEXIBLE BENEFITS

Flexible Spending Accounts (FSA) - 2 types of FSA's, Healthcare and Dependent Care. These accounts let you pay for eligible expenses with tax-free money.

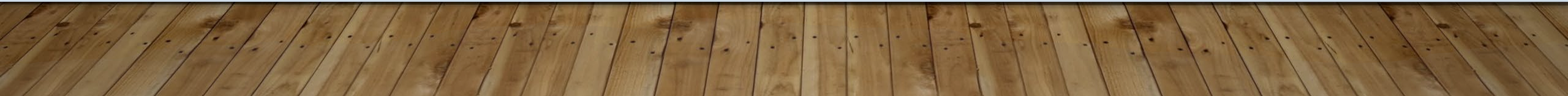
Healthcare FSA

By enrolling, it may help lower your taxable income. This account is used to pay for eligible medical expenses which are not covered by your insurance. For this option, your full amount is available at the beginning of the plan year, you don't have to wait for the money to accumulate. The minimum annual contribution is \$150 and the maximum is \$3,400.

Inspira debit card can be used to pay for healthcare expenses at merchants such as doctor's and dentist office, hospitals, pharmacies, hearing and vision care.

Eligible Expenses – register online at www.inspirafinancial.com to view list of covered expenses.

For more information on eligible expenses go to <https://www.fsafeds.gov/support/eligibleexpenses>



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Dependent Care FSA

Your full amount is NOT available like the Healthcare option. Can be used for eligible school care, daytime baby-sitting fees, elder care services and nursery/preschool costs for children up to age 13. Expenses are paid out-of-pocket, then a claim form is submitted for the amount in your account.

- **Minimum contribution is \$150 but the maximum varies depending on your tax filing status.**
- **Married filing separate \$2,500**
- **Married filing jointly \$7,500**
- **Single head of household \$2,500**
- **If spouse is a full-time student with 1 dependent = \$3,000, or 2 dependents = \$5,000**

MOUNTAINEER FLEX BENEFITS

Health Savings Account (HSA)

This is a tax-free account to pay for qualified healthcare expenses and owned by you. If you leave your job, you can take it with you.

- ✓ Funds are loaded onto your card as you contribute
- ✓ Funds do not have to be spent in the plan year they are deposited
- ✓ A one-time trustee to trustee transfer from an IRA account to your HSA
- ✓ Monthly custodian fee of \$2.50
- ✓ Contribution limit is \$4,400 for individual and \$8,750 for family (established by the federal government and subject to change)

To be eligible: Must have Gold High Deductible or be covered by a high-deductible health plan.

Covered Items: register online at www.inspirafinancial.com to view covered items such as copay for prescriptions, office visits, crutches, dental care, flu shots, hearing aides, wheelchair, x-rays etc.

MOUNTAINEER FLEXIBLE BENEFITS

Limited Purpose Flexible Spending Account (LPFSAs)

- If you are enrolled in a PEIA's Gold High Deductible you can increase your savings with a Limited Expense Health Care FSA. This pre-tax benefit account helps you save on eligible out-of-pocket dental and vision care expenses while taking advantage of the long-term savings power of an HSA
- Funds are available on day one of the plan
- Minimum contribution is \$150 and maximum is \$3,400
- Coverage - For employee, spouse, qualifying child or qualifying relative for contact lenses, solutions, dental copay/deductible, dentures, bridges etc.
- More information provided by customer service at 844 729-3539

MOUNTAINEER FLEXIBLE BENEFITS

Difference between a Flexible Spending Account and a Health Savings Account

FSA

FSA is a “use it or lose it” account, any money contributed to the account must be spent by the end of the plan year or it is forfeited to the employer.

FBMC allows a grace period through September 15th to spend the funds. The run-out period is by October 31st in which to submit a claim with supporting documentation.

HSA

HSA is a “if you don’t use it, you won’t lose it” account. It is considered “self-owned”, and funds will roll over year after year and are not forfeited.

Funds are loaded onto your card as you contribute per paycheck.

MOUNTAINEER FLEXIBLE BENEFITS

ENROLLMENT PAGE 1

- Sections highlighted in green are filled out by employee and verified as complete by HR Facility Rep
- Form is submitted to DAS HR via request manager, who will fill in the blue sections and submit to FBMC

FBMC
BENEFITS MANAGEMENT
ATTN: Mailslot #37
PO BOX 1878
TALLAHASSEE, FL 32302-1878
FAX: 850-514-5803

STATE OF WEST VIRGINIA EMPLOYEE ENROLLMENT FORM July 1, 2026 - June 30, 2027



1. **INSTRUCTIONS: DURING OPEN ENROLLMENT, RETURN COMPLETED FORM TO YOUR BENEFITS COORDINATOR NO LATER THAN MAY 15, 2026**

WHO NEEDS TO COMPLETE AN ENROLLMENT FORM?	HOW TO ENROLL IN THE MOUNTAINEER FLEXIBLE BENEFITS PLAN:	CHANGE IN ELECTION
- Newly hired employees who want to enroll for the first time. - Employees who want to add, change or cancel any benefits.	IMPORTANT: If you want to add, change or cancel coverage, you must check the box beside the appropriate benefit in Section 3. Indicate coverage levels and any other pertinent information. - If you select dependent coverage for any benefit, you must provide dependent information in Section 4.	- Include supporting documentation. - Must be requested within the month of and two months following your status changing event. - List all eligible dependents you want covered.

2. **PERSONAL INFORMATION**

SSN	E-MAIL	☐ Open Enrollment ☐ Transfer	☐ New Hire ☐ Change in Status
LAST NAME	FIRST NAME	M	
HOME ADDRESS (STREET)	CITY	STATE	ZIP
BIRTH DATE	☐ MALE ☐ FEMALE	☐ MARRIED ☐ SINGLE	DATE EMPLOYED
		EFFECTIVE DATE	HOME PHONE
		CELL PHONE	

3. **MOUNTAINEER FLEXIBLE BENEFITS (PAID BY EMPLOYEES)**

Keep Coverage	ADD COVERAGE	CHANGE COVERAGE	CANCEL COVERAGE	BENEFITS	COST PER PAY PERIOD
				POST TAX BENEFITS	
☐	☐	☐	☐	HOSPITAL INDEMNITY INSURANCE ☐ Employee Only ☐ Employee & Children ☐ Employee & Spouse ☐ Employee & Family	
☐	☐	☐	☐	CRITICAL ILLNESS INSURANCE Refer back to your benefit guide for rates and rules. ☐ Employee Only: Benefit amount ☐ Spouse Only: Benefit amount ☐ Children Only: Benefit amount	
☐	☐	☐	☐	ACCIDENT INSURANCE ☐ Employee Only ☐ Employee & Children ☐ Employee & Spouse ☐ Employee & Family	
☐	☐	☐	☐	LEGAL ☐ Ultimate Advisor® Employee & Family ☐ Ultimate Advisor Plus™ Employee & Family	
				POST-TAX SALARY DEDUCTION AMOUNT PER PAY PERIOD	
				PRETAX BENEFITS	
☐	☐	☐	☐	DENTAL Choose One Option: ☐ Assistance ☐ Basic ☐ Enhanced ☐ Premier ☐ Employee Only ☐ Employee & Children ☐ Employee & Spouse ☐ Employee & Family	
☐	☐	☐	☐	VISION Choose One Option: ☐ Exam Plus ☐ Full Service ☐ Employee Only ☐ Employee & Family	
☐	☐	☐	☐	HEARING SERVICE PLAN ☐ Employee Only ☐ Employee & Children ☐ Employee & Spouse ☐ Employee & Family	
☐	☐	☐	☐	HEALTH CARE FLEXIBLE SPENDING ACCOUNT All Claims Must Be Submitted By October 31, 2027.	
☐	☐	☐	☐	DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT All Claims Must Be Submitted By October 31, 2027. ☐ Married, Filing Separately ☐ Married, Filing Jointly ☐ Single, Head Of Household	
☐	☐	☐	☐	HEALTH SAVINGS ACCOUNT Must be enrolled in a PEIA HDHP in order to enroll in a Health Savings Account. Select your HSA coverage type: ☐ Individual (\$3,400 maximum for PY 2026) ☐ Family (\$8,750 maximum for PY 2026) ☐ Over 55 Catch-up (additional maximum \$1,000)	
☐	☐	☐	☐	LONG-TERM DISABILITY INCOME PLAN Employee Only ☐ 50% Coverage Level ☐ 60% Coverage Level ☐ 70% Coverage Level (currently enrolled only)	
☐	☐	☐	☐	SHORT-TERM DISABILITY INCOME PLAN Employee Only	
☐	☐	☐	☐	LIMITED HEALTH CARE FSA Must be enrolled in HSA	
				TOTAL SALARY DEDUCTION AMOUNT PER PAY PERIOD	

MOUNTAINEER FLEXIBLE BENEFITS ENROLLMENT PAGE 2

FBMC BENEFITS MANAGEMENT
ATTN: Mailslot #37
PO BOX 1878
TALLAHASSEE, FL 32302-1878
FAX: 850-514-5803

STATE OF WEST VIRGINIA
EMPLOYEE ENROLLMENT FORM
July 1, 2026 - June 30, 2027



4

ELIGIBLE DEPENDENT INFORMATION

USE AN ADDITIONAL SHEET OF PAPER AS NEEDED FOR ADDITIONAL DEPENDENTS.

DEPENDENT NAME	RELATIONSHIP	MALE/ FEMALE	BIRTH DATE	SOCIAL SECURITY #	CHECK COVERAGE SELECTED						
					DENTAL	VISION	HEARING	LEGAL	ACCIDENT INSURANCE	CRITICAL ILLNESS	HOSPITAL INDEMNITY

DURING OPEN ENROLLMENT, RETURN COMPLETED FORM TO YOUR BENEFITS COORDINATOR NO LATER THAN MAY 15, 2026

I hereby authorize my Employer to reduce my gross salary by the total per pay period cost of the benefits selected above. I understand that I CANNOT CHANGE THE AMOUNT OF THE REDUCTION OR REVOKE THIS AGREEMENT DURING THE PLAN YEAR UNLESS PERMITTED BY THE PLAN AND THE IRS. I further understand that any amount remaining in my Flexible Spending Accounts that is not used during this plan year and grace period CANNOT BE ACCUMULATED AND CARRIED FORWARD TO THE NEXT PLAN YEAR BUT WILL REVERT TO THE PLAN.

The Premium Deduction "total salary deduction" amount specified above will continue in effect until I discontinue or modify my Agreement for a subsequent plan year, terminate employment, or take an unpaid leave of absence from employment. I UNDERSTAND AND AGREE THAT PEIA AND FBMC BENEFITS MANAGEMENT INC., THE CONTRACT ADMINISTRATOR, WILL BE HELD HARMLESS FROM ANY LIABILITY RESULTING FROM EITHER MY PARTICIPATION IN MOUNTAINEER FLEXIBLE BENEFITS OR MY FAILURE TO SIGN OR ACCURATELY COMPLETE THIS ENROLLMENT FORM. I hereby appoint my Plan Sponsor to serve as Agent to receive dividends, premiums, refunds, rate reductions or any other funds that might be returned from the benefit plans, and to use these funds in the best interest of the employees for the purpose of reducing future premiums and improving benefits on behalf of employees, defraying administrative costs, or for such other purpose as permitted under applicable state and federal law.

DURING OPEN ENROLLMENT, GIVE COMPLETED FORMS TO YOUR BENEFITS COORDINATOR NO LATER THAN MAY 15, 2026.

EMPLOYEE SIGNATURE	DATE SIGNED	TIME SIGNED

FOR BENEFITS COORDINATOR USE ONLY (COMPLETE IN FULL)

HSA EMPLOYEES MUST BE ENROLLED IN PEIA PLAN C OR ANOTHER ELIGIBLE HDHP.

AGENCY NAME

4 DIGIT WORK LOCATION #

EFFECTIVE DATE

NO. PAY DEDUCTIONS

GROSS ANNUAL SALARY

BENEFIT COORDINATOR SIGNATURE

SIGNATURE DATE

BENEFIT COORDINATOR PHONE# ()

BENEFIT COORDINATOR FAX# ()

ENROLLMENT FORMS SHOULD BE MAILED TO: FBMC, PO BOX 1878, TALLAHASSEE, FL 32302-1878 DURING OPEN ENROLLMENT. MUST BE POSTMARKED BY MAY 23, 2026.

BENEFITS Q & A

Q: When is Open Enrollment?

A: Around April 1 to May 15th. Changes to PEIA and Mt. Flex will be effective July 1. If there are no changes, benefits will continue as currently enrolled.

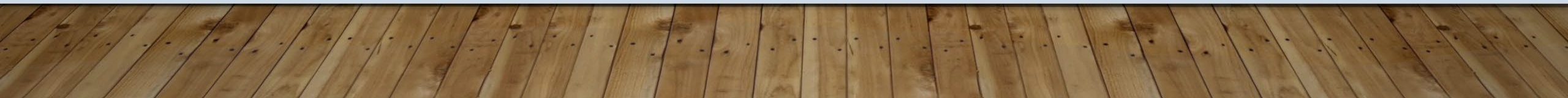
Q: My address has changed, what do I need to do?

A: Update information with 5 providers –

- FMBC – State of WV Active Employee Demographic Change Form
- PEIA – Employee can enter change on PEIA website under “Manage My Benefits”
- PERS – No action. When changed in Oasis, PERS will be notified
- WV Retirement Plus 457 – No action.
- OASIS – Employee can go to ESS-Employee Self Service portal, or the BC can change it in OASIS

Q: What is a qualifying event?

A: Qualifying events are life events such as marriage, divorce, birth of a child, adoption, etc.



EMPLOYEE RESPONSIBILITIES FOR SELF-PAY PEIA AND/OR MT FLEX BENEFITS

- If employee goes off payroll, they are responsible for paying PEIA or Mt. Flex premiums for enrolled coverage.
- Failure to do so will result in their benefits being terminated.



MICHAEL T. BAYLOUS
CABINET SECRETARY

State of West Virginia
Department of Homeland Security
Division of Administrative Services
1124 Smith Street
#2100
Charleston, WV 25301
(304) 558-2350



TINA DESMOND
DIRECTOR

Employee Responsibilities and Information Regarding Self-Pay for PEIA and/or Mountaineer Flexible Benefits

It has been brought to my attention that you will be out on leave and will not be receiving a paycheck during that time, also known as "going off payroll".

Since you will not be receiving a paycheck, you will be responsible for the monthly payment of your benefit premiums. **Failure to pay for your part of the benefit premiums while out will result in your benefits being terminated.**

Please be aware that your monthly benefit premiums are due to The Division of Administrative Services by the 15th of every month, in other words, your January premiums would be due/received by DAS no later than January 15th. **If your benefits are terminated due to non-payment of premiums, all claims incurred after the termination of coverage will be your sole responsibility.**

For example, if your benefit premiums for January are due January 15th and you do not pay, any medical or prescription drug services incurred in the month of January will be your responsibility to pay out-of-pocket; no insurance will be applied for those services.

If you do not pay your premiums, or are delinquent with your payment, you can be REINSTATED by paying back all premiums missed. However, you can only be "reinstated" twice while out.

If you choose to not maintain your current benefit coverage and do not want to pay for your premiums while off payroll, please let me know as soon as possible so I can reach out to our Benefit Coordinator at DAS and inform them. Once you have returned to work, your benefits can be reinstated, based on your return-to-work date.

To keep your benefit coverage while off payroll, please send your payment by the 15th via U.S. Mail only to the address below:

Division of Administrative Services
ATTN: SELF PAYMENTS
1124 Smith Street, Suite 2100
Charleston, WV 25301

Acceptable forms of payment are a personal check or money order only.

- ✓ For PEIA benefit(s), the check/money order MUST be payable to DAS or DCR.
- ✓ For Mountaineer Flexible Benefit(s), the check/money order MUST be payable to FBMC or MT FLEX.

You will also need to fill out and sign the attached Self-Pay Acknowledgment Form and return it to me. By doing so, you acknowledge and understand your responsibility to make timely and correct payments. The form will identify what your monthly cost would be while off payroll. It will also contain the info on where to mail your check/money order and whom to make the check/money order out to.

If you have any questions, please do not hesitate to contact me.

HR Representative Name: _____

HR Representative Number: _____

Facility Name: _____

Updated 2-10-26

SELF-PAY
ACKNOWLEDGEMENT
FORM
PEIA AND/OR MT FLEX BENEFITS



MICHAEL T. BAYLOUS
CABINET SECRETARY

State of West Virginia
Department of Homeland Security
Division of Administrative Services
1124 Smith Street
#2100
Charleston, WV 25301
(304) 558-2350



TINA DESMOND
DIRECTOR

Self-Pay Acknowledgement Form

I, _____ at Facility _____,
Printed First Name Last Name
hereby acknowledge that to maintain my current benefit coverage, I must pay all monthly premiums due by the 15th day of the month as described on page 1 “Employee Responsibilities and Information Regarding Self-Pay”.

PEIA Insurance – Check or money order MUST be made payable to DAS or DCR

Monthly Premium Due \$ _____

Mt. Flex Benefits – Check or money order MUST be made payable to FBMC or Mt. Flex

Monthly Premium Due \$ _____

MAIL ALL PAYMENTS TO:
Division of Administrative Services
ATTN: SELF-PAYMENTS
1124 Smith Street, Suite 2100
Charleston, WV 25301

Employee Signature: _____ **Date:** _____

REVIVE HEALTH



REVIVE HEALTH

TELEHEALTH SERVICES

PEIA has partnered with ReviveHealth, formerly iSelectMD, as its preferred provider for telehealth services for PPB Plan members. Telehealth allows you to connect with a physician via phone or video chat when you have a non-emergent medical condition that needs treatment.

With just one simple phone call, members are connected to state-licensed, board-certified physicians who are ready to resolve non-emergency health issues 24 hours a day for a \$10 copay. ReviveHealth physicians will take the time to listen and consult with you to recommend a treatment plan and, when appropriate, prescribe medication.

Physicians treat many non-emergent illnesses, for example:

- **Sinus Infections, Bronchitis, Cold & Flu, Sore Throat**
- **Ear Infections**
- **Urinary Tract Infections**
- **Gastroenteritis**
- **Pink Eye**

REVIVE HEALTH

TELEHEALTH SERVICES

Services

- For consultation with a Board-Certified Physician call 1-844-433-8123. The access code is : WV1144
- ReviveHealth is available anytime and anywhere you travel
- ReviveHealth encourages everyone to have a primary care physician and does not replace your existing primary care physician
- ReviveHealth requires a Medical History Disclosure to be completed prior to your first consultation. This may be completed online at <http://www.revive.health/> or by calling customer care at 1-844-433-8123
- Depending on time of day or call volume, ReviveHealth physicians dedicate themselves to return calls within 30 minutes from the time they receive the request

Prescriptions

- ReviveHealth physicians reserve the right to write prescriptions when deemed appropriate and do not prescribe DEA controlled substances or certain other drugs that may be harmful due to potential abuse

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THE WEST VIRGINIA EMPLOYEE REFERRAL PROGRAM

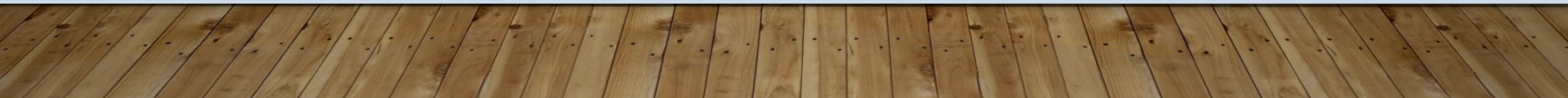


The Employee Referral Program (ERP) provides employees and their families with resources to obtain assistance for a variety of personal problems which may affect their continued functioning as productive members of West Virginia State Government or society. Assistance agencies and programs contained in this booklet are available from confidential, independent, off-site, professionals who are experienced in a wide range of issues, including:

Workplace concerns • Interpersonal conflicts • Anxiety, depression, trauma • Mental health • Financial issues • Grief and loss • Addiction and recovery • Stress management • Parenting or eldercare support • Crisis and Disaster Response

Paying for Services If you have insurance: Your benefits are dependent upon the plan you've joined. Refer to your insurer's website or call the number on the back of your insurance card to inquire about coverage. You'll likely have a deductible, a specific amount of money you'll need to pay out-of-pocket before your benefits start covering costs. Find out how much that deductible is and how much you've already paid toward it for the year.

[WV Employee Referral Program document](#)



Emergency Phone Numbers and Helplines

If you need immediate assistance, please call 911 or contact the needed toll-free hotline listed below:

National Suicide & Crisis Lifeline: Call or Text-988 Chat at [WV988.org](https://www.wv988.org)

National Child Abuse Hotline: 1-800-422-4453

National Center for Missing and Exploited Children's Cyber Tip line-1-800-843-5678

National Domestic Violence Hotline: 1-800-799-7233

National Sexual Assault Hotline-1-800-656-4673

National Alliance on Mental Illness: Call or Text 988

Chat at [Childhelphotline.org](https://www.childhelphotline.org) Call 800-843-5678,

Problem Gambling Help Network of WV: Call 1-800-GAMBLER

EMPLOYEE DISCOUNTS



STATE EMPLOYEE DISCOUNTS



**AT&T and
Verizon**



**Dell Member
Purchase Program**



**Enterprise and
Hertz Car Rental**



Hotels



Planet Fitness



WeSave Program

More information can be found on DOP's website www.personnel.wv.gov and search for "Employee Discounts".

CONTACT INFORMATION

PEIA

Questions about the PEIA “PPB Plans” and eligibility for all plans.

Phone: 877 676-5573

Website: <https://peia.wv.gov/>

Susan (Jill) Beaty: susan.j.beaty@wv.gov or 304-352-0300 (For Shopper’s Guide and Summary Books also available online)

The Health Plan

Questions about The Health Plan’s benefits for HMO Plan A/B and POS

Phone: 800 624-6961 or 888 847-7902

Website: www.healthplan.org

MetLife

Questions about adding, changing or removing life insurance beneficiaries or filing a claim.

Phone: 888 466-8640

Website: <https://online.metlife.com/edge/web/public/benefits> enter WV PEIA

Revive Health

To learn more, visit <http://www.revive.health/> or call 1-844-433-8123

CONTACT INFORMATION

Mountaineer Flexible Benefits

Phone: 844 559-8248 Customer Service

Website: www.myfbmc.com

Jodi Grady: jgrady@fbmc.com or 304-352-0311 (For plan books with forms)

Plan Books can be accessed online at peia.wv.gov

WV Retirement Plus 457 Plan

Andrew Wyne: Andrew.wyne@wvsto.gov or 304-341-0708 (For plan books)

Advisor, Catherine Preston: catherine.preston@empower.com or 304 904-1845

Advisor, Tammy Holstein: tammyholstein@empower.com or 304 539-6971

PERS

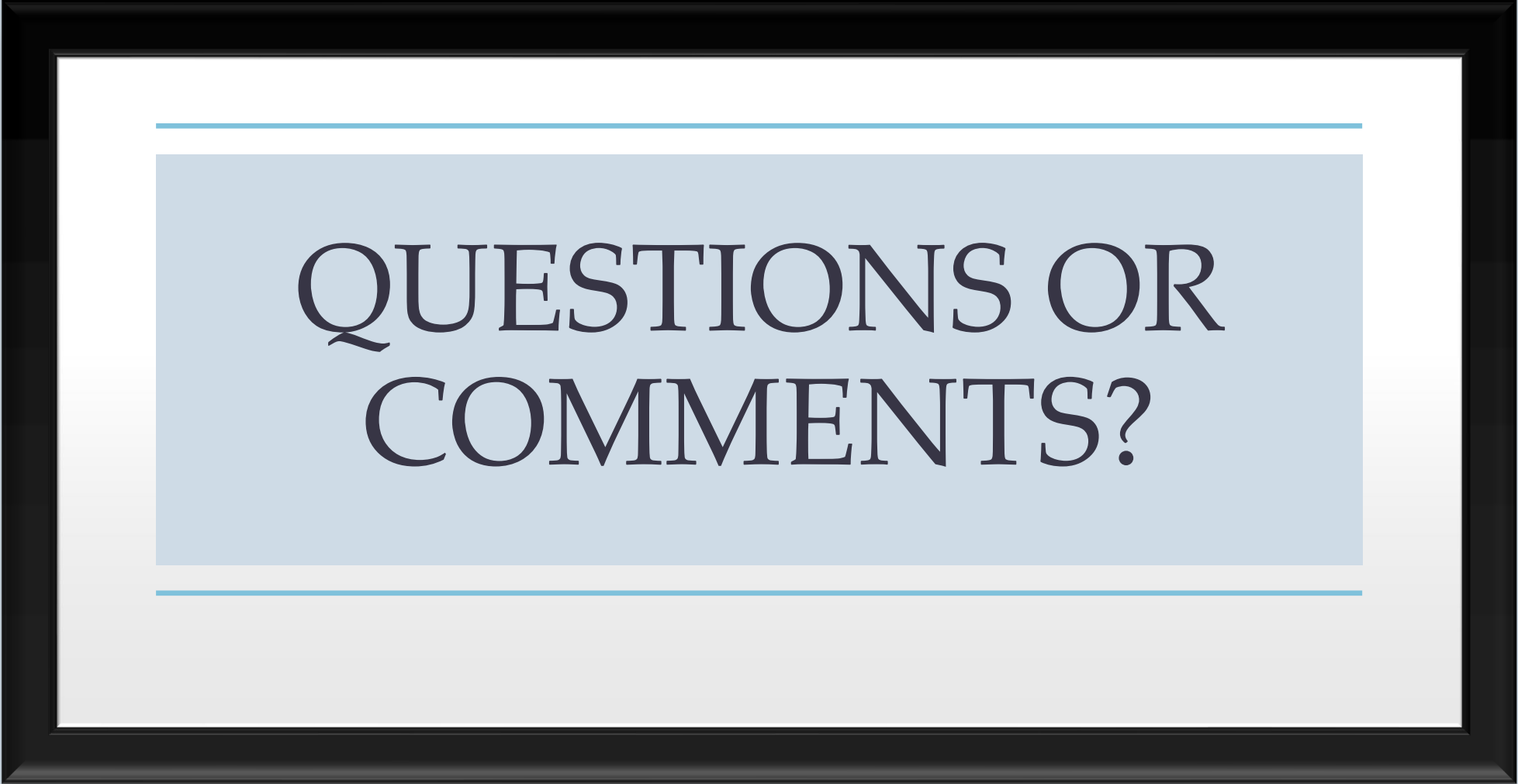
Phone: 304 558-3570

Email: CPRB@wv.gov

Legal Services

Phone 800 247-4184

Website www.araglegal.com/myinfo enter access code 18387wv



QUESTIONS OR COMMENTS?

DIVISION OF ADMINISTRATIVE SERVICES

