



Stop Loss Insurance

Product capabilities

For broker and employer use only.

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

VOYA® Plan. Invest. Protect.

Flexible enough to adapt; strong enough to stop loss

Healthcare costs continue to rise—and for self-funded employers, a single high-dollar claim can have an outsized financial impact. That's why our stop loss solutions go beyond protection. We combine excess risk coverage with proactive cost containment strategies designed to help employers better manage volatility, control costs, and protect their health plan—without disrupting the employee experience.



Stop Loss Insurance

Designed for Protection. Built for Savings.

Whose claims can be covered?

- Employee
- Spouse
- Dependent
- Retirees¹

1. Subject to exclusions and underwriting approval

Individual excess risk

Individual excess risk protects an employer by reimbursing eligible claims that exceed the individual deductible for any covered employee or dependent.

- Includes coverage for medical and prescription drug claims
- Flexible deductibles aligned to employer risk and financial goals

Available features

Our flexible options allow employers to tailor their stop loss policy to support lasting protection.

Laser free renewal^{1,2}

As an added layer of protection against risk and catastrophic claims, employers may choose to guarantee no new lasers on their renewals.

Renewal rate cap¹

We can help make an employer's renewal with us more predictable by including a renewal rate cap in the policy. When an employer renews their policy, the increase in premium will not exceed an agreed upon percentage.

Plan mirroring coordination¹

Our flexible plan mirroring option can be structured to match an employer's plan coverage. This means we will reimburse the eligible expenses covered by an employer's health plan.

Individual advanced funding*

We help qualified employers manage their cash flow by advancing funds for eligible individual claims that exceed the individual deductible.

ASO Expedited Reimbursement*

We help qualified employers reduce the financial burden of incurring a large claim by quickly reimbursing eligible individual claims that exceed the individual deductible.

Individual terminal liability

Help prevent gaps in coverage by choosing to extend coverage to include eligible individual expenses incurred within the policy period and paid within 3-6 months after the coverage period ends.

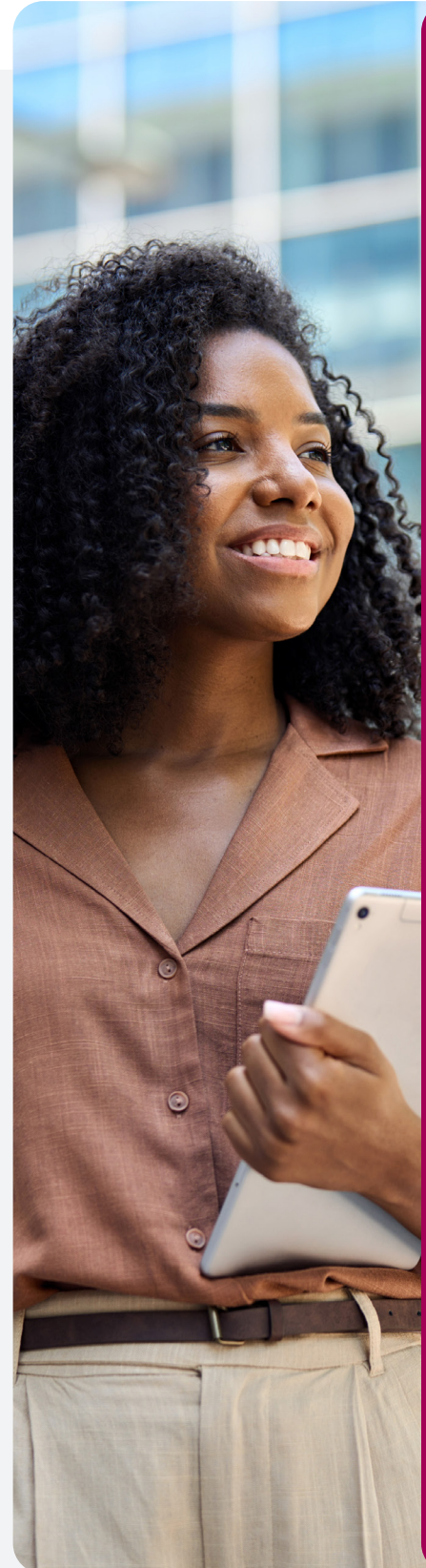
Step-down deductible¹

We know that catastrophic claims come in more than one form. We can help employers manage cancer, kidney failure or transplant claims with a reduced deductible.

* Certain restrictions apply.

1. Subject to exclusions and underwriting approval

2. Individual adjusted deductible

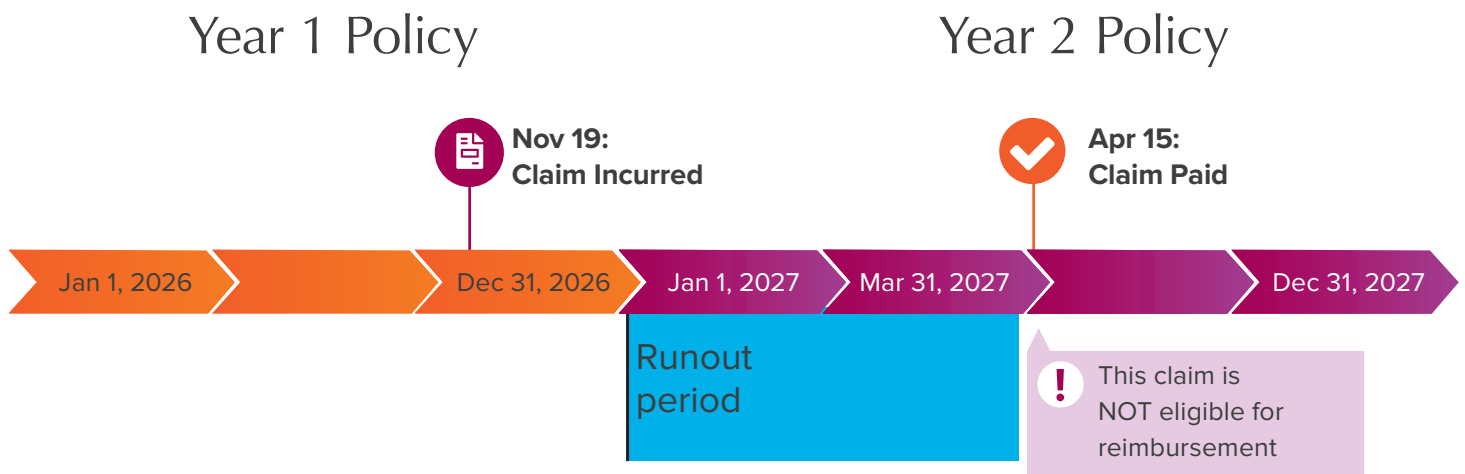


Individual gapless renewal

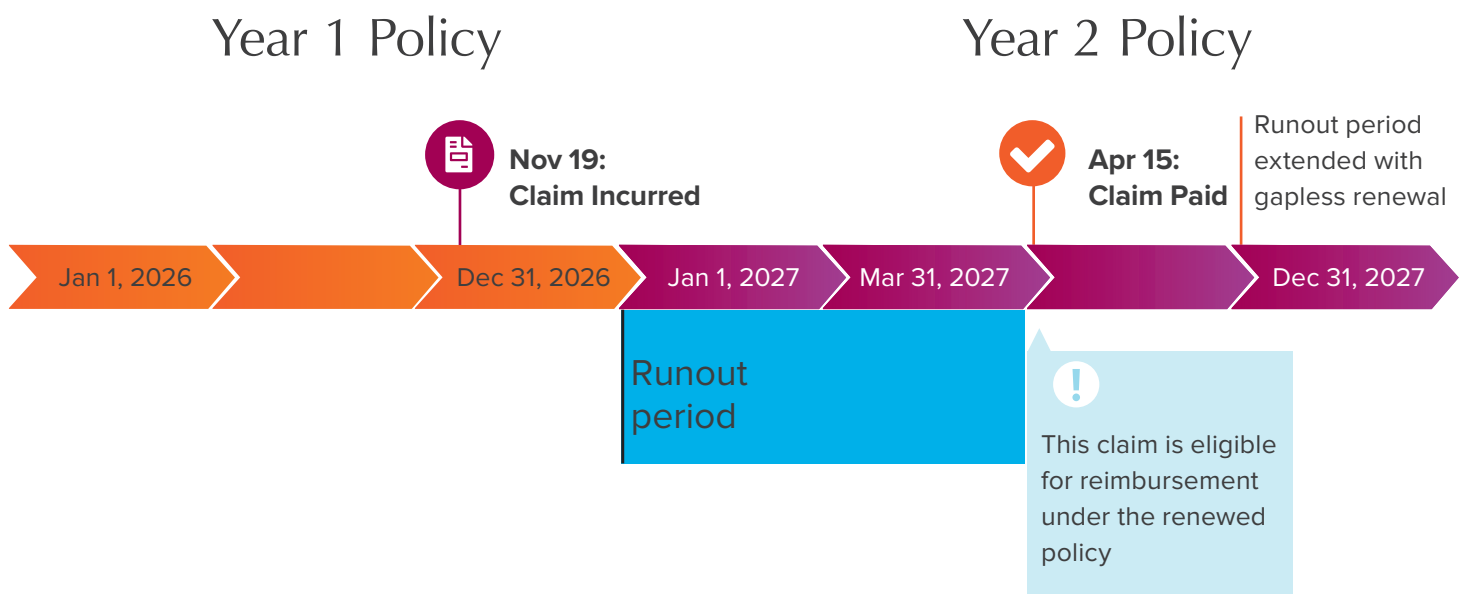
Navigating complex claims can take time for employers and their administrators. We get that. Gain some additional protection by taking advantage of our gapless renewal option. For renewing groups with a runout policy,* any eligible claim that is incurred during the policy year and paid within the policy year or runout period is considered eligible for reimbursement. However, there are times when a claim doesn't follow the normal pattern, and it is paid after the runout period.

That's where the added protection of the gapless renewal option kicks in. For groups that renew their policy, eligible claims paid after the runout period will still be considered for reimbursement with gapless renewal.

What can happen – without gapless renewal (12/15 contract example)



How gapless renewal provides the solution



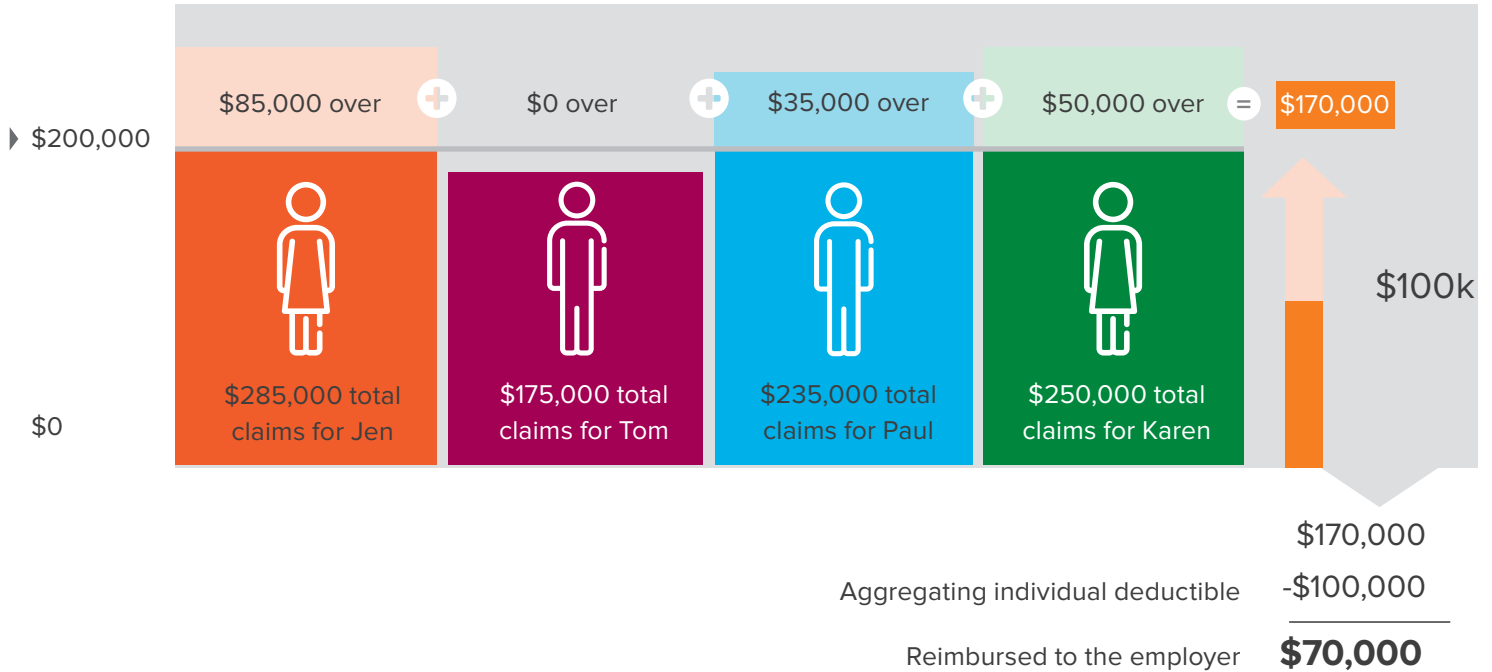
Shown as an example only. Actual results may vary.

* 12/15 or 12/18 policy periods

Aggregating individual deductible (also known as aggregating specific)

Claims exceeding the individual deductible accumulate toward an additional deductible, with reimbursement beginning once it's met.

Example (assumes a \$200,000 individual deductible and \$100,000 aggregating individual deductible)



Shown as an example only. Actual results may vary.

Aggregate excess risk

Aggregate excess risk limits an employer's maximum liability by reimbursing eligible claims once total group claims exceed the aggregate threshold.

- Includes coverage for medical and prescription drug claims
- Expected claims-based attachment points to help control overall plan risk

Available features

Aggregate terminal liability

Help prevent gaps in coverage by choosing to extend your coverage to include eligible aggregate expenses incurred within the policy period and paid within 3-6 months after the coverage period ends.



A Proactive Approach to Cost Containment

High-dollar claims don't have to derail a self-funded plan. Our dedicated cost containment vendor programs³ work behind the scenes to identify opportunities for savings — meant to help employers reduce spend while maintaining quality care.

How we deliver Cost Containment

- Proactive identification of potential cost containment opportunities
- Tailored recommendations based on group-specific claim history and emerging industry trends
- Seamless coordination with TPAs and vendors to minimize administrative burden

Why Cost Containment Matters

Our cost containment programs are designed to help employers:

- Reduce exposure to catastrophic claims that could significantly impact reserves
- Access premier medical facilities and specialized programs for complex conditions
- Improve overall health outcomes through education and clinical support
- Lower health-related absenteeism, helping employees get back to work sooner

Vendors and Vendors programs

Our dedicated cost containment team will connect employers to the resources they need. Our cost containment programs are designed to be a seamless experience for the employee and include:

- Competitive vendor fees that are a fixed percentage of savings
- Vendor fees reimbursed to clients within the applicable Stop Loss claim
- An experienced Cost Containment team member to meet your individual needs



Specialized Solutions for Complex Conditions

Transplant networks

Transplants can be among the most expensive medical events a plan may face. We have agreements with multiple distinguished transplant providers and national centers of excellence networks to help manage these costs. When needed, we also support negotiations for out-of-network facilities—helping reduce financial risk while ensuring access to high-quality care.

Specialty pharmacy

Specialty medications continue to be a major driver of high-dollar claims.* Our cost-containment team can connect employers to vendors with access to competitive drug pricing and network options. These programs focus on identifying savings opportunities for ongoing and future claims—helping control costs without compromising treatment.

Cell and gene therapy management

While some Stop Loss providers have chosen to carve out or exclude cell and gene therapies, we are keeping them covered (as long as the underlying medical plan covers the treatment and it meets the terms and conditions of the policy). We work with our third-party vendors to offer solutions that help payers manage the immense cost, high risk and intricate processes associated with treating rare, complex and costly medical conditions.

Renal and dialysis management

Our third-party vendor has an extensive network of outpatient dialysis centers across the country with more than 3,000 facilities to choose from. Additionally, they provide itemized bill review and negotiations for out-of-network facilities. Discounts on dialysis, medications and dialysis related services – coupled with strong, coordinated care – helps to control costs and enhance overall patient care.

Claim review and negotiation

The amount billed isn't always the amount that is ultimately paid. Through experienced third-party claim review and negotiation specialists, we support both in-network and out-of-network claims claims by reviewing bills, negotiating charges, and documenting final settlements. Once an agreement is reached, a binding settlement is signed to prevent disputes or balance billing to the employer or employee.

Cancer treatment**

We have multiple options to cost contain high-cost cancer claims. We offer access to premier network rates at nationally recognized facilities and our vendors offer discounts with Cancer Treatment Centers of America (CTCA).

*Journal of Managed Care & Specialty Pharmacy, July 2025 (Vol. 31, No. 7) p. 619 [jmcp.org/doi/epdf/10.18553/jmcp.2025.31.issue-7](https://doi.org/10.18553/jmcp.2025.31.issue-7)

**Cancer Treatment Centers of America (CTCA) are not affiliated with the Voya® family of companies.

About Us

Voya Employee Benefits, a division of ReliaStar Life Insurance Company and ReliaStar Life Insurance Company of New York, offers a broad array of traditional group insurance products, voluntary benefits and non-insurance services to meet the financial needs of employers and their employees. Insurance products are underwritten by ReliaStar Life Insurance Company (Minneapolis, MN) or ReliaStar Life Insurance Company of (New York, NY), members of the Voya® family of companies. Product availability and specific provisions vary by state.

Insured benefits

- Life Insurance
- Disability Income Insurance
- Critical Illness / Specified Disease Insurance
- Accident Insurance
- Hospital Confinement Indemnity Insurance



We'll be by your side, every step of the way

Reach out to your Voya representative to learn more today.

3. Cost containment services are managed and administered by independent third-party entities not affiliated with Voya Employee Benefits. Voya Employee Benefits, a division of ReliaStar Life Insurance Company and ReliaStar Life Insurance Company of New York, does not warrant, guaranty, or make any representations or warranties whatsoever, express or implied, or assume any liability regarding the use or the results of the cost containment services, including without limitation any financial results, any information transmitted or received, any delay in claims processing or payment, or loss of use of such cost containment services.

Excess Risk Insurance is issued and underwritten by ReliaStar Life Insurance Company (Minneapolis, MN) and ReliaStar Life Insurance Company of New York (New York, 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. Product availability and specific provisions may vary by state.

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