

Plan	Conversion	Portable	Cobra
BASIC LIFE	✓	N/A	N/A
VOLUNTARY LIFE	✓	✓	N/A
SHORT TERM DISABILITY	N/A	N/A	N/A
LONG TERM DISABILITY	✓*	N/A	N/A
DENTAL – Groups 20+	N/A	N/A	✓
VISION	N/A	N/A	✓

**NOTES:**

**(The following is an abbreviated overview. Refer to Certificate of Insurance for complete details)**

**Basic Life**

Your Basic Life group term life insurance coverage gives you and/or your eligible dependents the right to convert your policy to a guaranteed issue (no health questions asked), individual ordinary life insurance policy. Information has to be submitted to Companion Life within 31 days of the termination date of the group insurance.

You may convert up to the amount of insurance for which you are eligible, as described in the “Conversion Privilege” section of your group certificate. You have the opportunity to convert your Term Policy to a Whole Life Policy at set premium rates.

If you would like to convert please call Companion Life at 800-753-0404 ext 47207 and ask for a copy of the guaranteed rates.

**Voluntary Life****Right to Convert**

If an Insured is no longer eligible for part or all of the Life Insurance Benefit provided by this Policy, such Insured is entitled to apply to Companion Life for an individual policy of life insurance. No evidence of insurability is required if:

1. The policy applied for:
  - A. Is a type of individual life policy, other than term or universal life, then being issued by Companion Life.
  - B. Must not include Accidental Death and Dismemberment, Short Term Disability or her Supplemental benefits.
2. The amount of life insurance applied for under such individual life policy is in accordance with the Amount to Convert provision below.
3. The Insured agrees to pay the premium for such individual life policy. The premium on the effective date of the individual policy will be based on the following:
  - A. Companion Life's usual rate for the amount and type of individual life policy.
  - B. The Insured's attained age.
4. The Insured applies and pays the first premium for such individual life policy within 31 days following termination or reduction of the Life Insurance Benefit under this Policy. Such individual life policy will become effective on the first day following the end of such 31 day period.

**AMOUNT TO CONVERT** - This conversion privilege is allowed for the Voluntary Group Term Life Insurance that ceases as described in items 1. and 2 below.

1. The Insured may convert all or part of the amount of Life Insurance Benefit for which he/she is no longer eligible due to either:
  - A. Reductions resulting from attainment of a specific age, as shown in the Schedule of Insurance.
  - B. Loss of the individual eligibility.
2. If the Insured has been insured under this Policy for at least 5 years, the lesser of the amounts shown in C (i) or (ii) below may be converted if the Insured is no longer eligible due to any of the following:
  - A. Termination of this Policy.
  - B. Termination of the class of Insureds to which the Insured belongs.
  - C. Reduction of benefits for the class of Insureds to which the Insured is a member:
    - (i) \$10,000
    - (ii) All or part of the amount for which the Insured is no longer eligible. This amount will be reduced by the amount of any life insurance for which the Insured becomes eligible to receive under a group policy issued or reinstated by Companion Life or any other insurer during the thirty-one day period immediately following termination of insurance under this Policy.

If the Insured dies during the conversion period, the maximum amount of Voluntary Group Term Life Insurance to which the Insured would have been entitled shall be payable as a claim under this Policy. It will be payable whether or not application for the individual policy or the payment of the first premium has been made.

The rights or benefits granted under this provision are instead of any other rights or benefits granted under this Policy.

This Right to Convert does not apply to the Accidental Death and Dismemberment Benefit.

#### **CONTINUATION OF INSURANCE BENEFIT**

The employee may continue the employee and spouse insurance if the employee's employment terminates. To be eligible to continue insurance, the employee must meet both of the following requirements on the date employment terminates:

1. The employee is not totally disabled.
2. The employee is not retired.
- 3.

The spouse's life insurance may not be continued if the employee's life insurance is not continued. Dependent children are not eligible for the Portability coverage. The dependent children's coverage may be converted under the "Right to Convert" provisions of this Group Policy.

"Insurance" means all the employee and spouse insurance issued under the employer's plan. It does not include dependent children insurance.

**APPLICATION AND PREMIUM PAYMENT** - The employee must apply in writing to Companion Life within 31 days after the date employment ends.

The employee must pay the required premium directly to Companion Life. The premium rate will be the same rate applicable to the employer. Any rate changes which become effective for the employer will become effective for the employee on the same date. The first premium payment must be made no later than 31 days after the date the insurance would otherwise terminate.

**AMOUNT OF INSURANCE** - The maximum amount of insurance that may be continued by the employee is the amount in effect on the date employment terminates. The employee may continue any lesser amount in increments available to active employees (for the spouse, in increments available for spouses of active employees). The amount the employee continues for the spouse may not exceed 50% of the employee's amount.

The employee may not change the elected amounts on insurance continued under these provisions. The reduction and termination provisions stated on the Schedule of Insurance in effect on the date employment terminates will still apply to this insurance.

**WHEN INSURANCE ENDS** - Insurance continued under this provision ends automatically on the earliest of:

1. The date the last period ends for which the employee made a premium payment.
2. The date the group policy terminates.
3. The date the employer's participation under this group policy ends.
4. The date the employee becomes a full-time member of the armed forces of any country.

The employee and spouse will be eligible to convert the insurance to an individual policy under the Conversion Provision of this group policy when the employee's insurance under this provision ends.

**GROUP POLICY PROVISIONS** - The Waiver of Premium provisions will not apply to insurance continued under these provisions. Insurance continued under this provision is subject to all other terms of the group policy, except as provided above.

The employee is required to also provide to Companion Life any notice he/she is required to provide to the employer under other provisions of the group policy while the insurance is continued.

**EXCLUSIONS FOR CONTINUATION OF PORTABILITY** - Insurance cannot be continued under this provision if the employee's insurance terminates because of one of the following:

1. The group policy terminates.
2. The employer's participation under the group policy terminates.

The Portability Provisions do not apply to the Accidental Death and Dismemberment Benefit.

**Long Term Disability - *\*(The conversion benefit must be approved by the reinsurer)***

Conversion right:

If Your insurance terminates because:

1. Your employment ends [for a reason other than Your retirement]; or
2. You are no longer in a eligible class;

and if:

1. [You have been continuously insured for at least [12 consecutive months] under The Policy or under both this Policy and the Prior Policy;]
2. [You are under the Policy Age Limit if any is shown in the Schedule of Insurance;]
3. A Disability is not preventing You from Performing duties of Your Occupation;
4. [the insurance for Your class, or] The Policy has not terminated;
5. [You are not eligible for coverage under The policy under another class; and]
6. You are not eligible or covered for similar benefits under another group policy [or an individual policy];

Then You are eligible to enroll for personal insurance under another group policy called the group long term disability conversion policy.

**Short Term Disability**

No Options Available

**Dental****Cobra**

An insured or dependent whose insurance has stopped maybe able to continue some or all of the insurance coverages. The sections following explain when and how insurance can be continued. If insurance is continued, it must be according to a plan which does not allow individual selection.

**Federally Required Continuation**

Through the Consolidated Omnibus Budget Reconciliation Act, (COBRA) the Federal government required the Participating Employer to provide continuation of coverage to Insureds and/or dependents who would otherwise lose their coverage. There are some groups which are not subject to the law. They are:

1. Groups of less than 20 employees
2. Certain church plans

For details, the insured and/or dependents(s) must contact the person who handles the Participating Employer's insurance matters.

**Vision**

No Options Available