

## **Term Life Continuation (Portability) for Employees & Dependents of Lake County**

### **What is portable coverage?**

Portability means you have the option to continue your Supplemental Term Life Insurance. You must elect portability of your Supplemental Life insurance to continue your Dependent Life Insurance. Coverage is underwritten by ReliaStar Life Insurance Company, a member of the ING family of companies.

### **Who is eligible for Portability?**

- Employees who are eligible under the group life policy upon retirement, termination or loss of eligibility
- Employees age 69 and under
- Dependent Spouse and Dependent Children if Employee coverage is ported

### **How much insurance can be continued under the Portability option?**

#### *For Employee Supplemental Life Insurance:*

You may continue all or a portion of your Supplemental Life insurance in-force on the date you elect portability.

Coverage may be elected at 100%, 75%, 50% or 25% of your eligible Supplemental Life coverage. The minimum to elect is 25% or \$5,000 but the maximum cannot exceed the lesser of \$750,000 or five times your Basic Yearly Earnings.

#### *Dependent Life Insurance:*

If you port your Employee Supplemental Life coverage, you may also continue all or a portion of your dependent Spouse or Child(ren) coverage in-force on the date you elect portability.

Supplemental Dependent Spouse Life coverage can be elected in the same percentage as the ported Employee Life amount. Each dependent's coverage may not exceed the amount of Employee coverage ported. Dependent Child(ren) Life may also be ported at the same percentage as Employee coverage, but will not exceed \$10,000. The minimum dependent ported amount is \$1,000.

### **How can I elect portability?**

In order to continue your coverage, you must contact your local HR representative. You will be sent a Portability Form directly from the ReliaStar Life Insurance (ING Employee Benefits) and you will be asked to respond to health questions for both yourself and your spouse satisfactory to ReliaStar Life Insurance in order to continue your insurance coverage or your spouse's insurance coverage.

### **How long can I continue my insurance?**

All coverage terminates when the employee reaches age 70. All dependent coverage terminates when employee coverage is terminated.

## What are the rates for life insurance continued under the portability option?

Employee Supplemental Life Insurance	
Age of Employee or Spouse	Rate per \$1,000 per month
Through age 24	\$0.08
25-29	\$0.08
30-34	\$0.10
35-39	\$0.13
40-44	\$0.23
45-49	\$0.39
50-54	\$0.64
55-59	\$1.00
60-64	\$1.56
65-69	\$2.80
Dependent Child(ren) Life:	\$0.25

### Billing Frequency

Premiums are due on a quarterly basis. For coverage that is ported, a quarterly billing administration fee of \$3.50 is charged. You will be instructed to send your first quarterly premium plus billing fee with your Term Life Continuation form when you choose to apply for portability.

### How to calculate your quarterly premium

To determine your employee quarterly premium:

1. Select the total amount of coverage you want to continue.
2. Divide by 1,000.
3. Multiply the rate shown on the chart for your age. This is the monthly premium
4. Multiply by 3 months to find your quarterly premium and add the \$3.50 admin fee

### Example

Ann Smith is 30-years old and applies for portability for \$100,000 of her Supplemental Group Term Life Insurance

*She follows these steps:*

$\$100,000$  divided by 1,000 = 100  
 $100 \times \$0.10 = \$10.00$  (monthly premium)  
 $\$10.00 \times 3 = \$30.00$  (quarterly premium)  
Add \$3.50 billing administration fee

Ann's quarterly premium for \$100,000 is \$33.50

### Questions?

If you would like to request to continue your life insurance coverage upon loss of eligibility, please contact your local HR representative. Any questions on the portability application may be directed to ING Customer Service at 1-800-955-7736.

*This is a summary of benefits only. A complete description of benefits and limitations will be provided in the certificate of coverage. Policy form number LP00GP. Underwritten by ReliaStar Life Insurance Company.*

## Portability vs. Conversion

	<b>Portability</b>	<b>Conversion</b>
<b>Type of coverage that can be ported/converted</b>	In-force Supplemental Term Life, and Dependent Life. Dependent coverage can only be ported if employee coverage is ported.	Basic Term Life, Supplemental Term Life and Dependent Life. AD&D cannot be converted
<b>Type of Insurance</b>	Term Life Insurance	Individual Whole Life Policy
<b>Eligibility</b>	Must be elected within 31 days of event below.	Must be elected within 31 days of event below.
<b>Events allowing portability or conversion</b>	<ul style="list-style-type: none"> <li>• Retirement</li> <li>• Termination of Employment</li> <li>• Loss of employee eligibility</li> <li>• When all continuation under the group policy ends.</li> <li>• Termination of the group policy where coverage is not replaced under a new group policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Retirement</li> <li>• Termination of Employment</li> <li>• Loss of Eligibility</li> <li>• Death of Employee</li> <li>• Termination of Group Policy when your life insurance has been in effect for 5 years in a row.</li> <li>• Reduction of your group life insurance benefit.</li> <li>• Premium is no longer being waived under the Waiver of Premium benefit.</li> <li>• Dependent Coverage lost due to termination or loss of eligibility.</li> </ul>
<b>Portability/Conversion not applicable when:</b>	<ul style="list-style-type: none"> <li>• Termination of group policy that is replaced by a new group policy.</li> <li>• Not actively at work due to total disability (employee)</li> <li>• Non-payment of premium.</li> <li>• AD&amp;D or Dependent coverage if employee coverage is not ported.</li> </ul>	<ul style="list-style-type: none"> <li>• Non payment of premium.</li> <li>• Termination of Group Policy when your life insurance has been in effect for less than 5 years in a row.</li> </ul>
<b>Guaranteed Issue</b>	No – you are required to answer health questions satisfactory to ReliaStar Life in order to continue coverage.	All coverage is guaranteed issue.
<b>Maximum age to elect:</b>	Supplemental Term Life: Age 69 Spouse: Employee's age 69 Child: Qualifying age limit or employee's age 69	No maximum age.
<b>Minimum amount allowed</b>	Supplemental Term Life: The lesser of 25% or \$5,000 Spouse: The lesser of \$10,000 or the amount of employee's ported coverage amount. Child: The lesser of \$5,000 or the amount of employee's ported coverage amount.	No minimum.
<b>Maximum amount allowed</b>	Supplemental Term Life: \$500,000. Supplemental AD&D: \$250,000 Child: The lesser of the amount of child coverage in force, or the amount of employee's ported coverage amount.	No maximum.
<b>Increases/Decreases available.</b>	No increases. Decreases allowed.	No increases or decreases.
<b>Age Reductions</b>	None	None
<b>Termination</b>	Employee: Age 70. Spouse: Employee's age 70. Child: Upon reaching age limit or employee's age 70.	Age 100
<b>Effect of group contract termination</b>	Ported coverage continues.	Converted coverage continues.
<b>Availability of Conversion Option for Ported Coverage</b>	Available if ported coverage terminates.	N/A
<b>Billing Frequency and Type</b>	Quarterly bills via Mail.	Quarterly bills via Mail.
<b>Billing Administration Charge</b>	\$3.50 quarterly billing fee.	Policy Fees may apply

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