



## Leaving a job shouldn't mean losing your life insurance

**With Anthem Blue Cross portability and conversion options, employees can take their life insurance coverage with them.**

Life insurance is an important part of employees' overall benefits. It gives them peace of mind knowing their loved ones are protected. So if an employee leaves a job or loses a job, Anthem Blue Cross Life and Health Insurance Company can help make sure their employer-provided life insurance coverage goes along with them.

### **Two valuable, yet different options**

Portability and conversion are two options that allow employees to keep their life insurance coverage even if they leave or lose their jobs. There are similarities and differences between the two options:

- Portability coverage is a continuation of group life coverage, so many of the provisions of the group life plan stay the same.
- Conversion coverage is individual life insurance coverage, where the employee receives an individual life insurance policy. The policy has different terms and conditions than the group life plan.



# Portability coverage

## **Portability coverage: keeping group life insurance**

Portability allows employees to keep their current group life insurance coverage after they leave or lose their jobs. All they have to do is submit a portability application that is received by Anthem Blue Cross within 31 days of the date the job ended.

To be eligible for portability coverage, they must:

- Be younger than age 65 at the time they apply.
- Have been insured under the plan for at least 12 months.
- Have not been terminated due to a disability or retirement.

The portability application can be found at [anthem.com/ca](http://anthem.com/ca).

## **Portability is a standard feature of all optional and voluntary life plans, including:**

- Optional supplemental life
- Optional voluntary life
- Optional supplemental dependent life
- Optional voluntary dependent life

## **Group rates employees can afford**

- Portability coverage is billed at group life rates, in five-year age bands. Employees who elect portability coverage pay the portability group pool rates.
- Group life rates tend to be lower than individual life insurance rates.

## **Choice of coverage amount — plans to fit employees' budgets**

- Employees can choose to continue their full group life insurance coverage and the full amount of their spouse's and child's group life coverage.
- Or employees can choose to continue their coverage at a lower amount.

## **Life insurance coverage for the long term**

- Eligible employees and their spouses can keep their group life insurance coverage under a portability option until they reach age 70.
- There are no health questions to answer and no medical examination is required.
- A dependent's coverage ends when he or she no longer meets the definition of an eligible dependent.
- Family coverage ends when the employee's coverage ends.

## **Billing choices for portability premiums**

We can bill for portability coverage premiums annually, semi-annually or quarterly.

## **Additional features of group life coverage continue with portability**

When employees keep their group life coverage under a portability option, they continue to have access to valuable services like our Resource Advisor program. Employees will also continue to have access to our Living Benefits program, which can provide an early payout of life insurance benefits if they are terminally ill.





# Conversion coverage

## Conversion coverage: switching group insurance to an individual policy

Conversion coverage allows employees to convert their group life insurance coverage to an individual whole life policy when their job ends — no matter the reason for leaving or losing their jobs. To convert their group life insurance coverage after leaving or losing their jobs, employees just need to apply within the application period.<sup>1</sup> Employees can convert their coverage at any age — there is no maximum age limit. The Request for Group Life Conversion Information Form is available at [anthem.com/ca](https://www.anthem.com/ca).

### Conversion coverage made easy

- Employees can continue life insurance coverage for themselves, their covered spouses and their covered children when their life insurance coverage with the group ends.
- Conversion is available for all group term life insurance plans, including Basic Group Term Life, Optional Supplemental Life and Voluntary Life.
- There are no health questions to answer and no medical examination is required.
- They can convert their entire coverage amount or a lower amount.
- If employees lose coverage because the entire group policy or employee class ends, then the amount that can be converted to an individual whole life policy may be limited.<sup>2</sup>
- We must receive the conversion application within 31 days of the date the coverage ends.

### They can even switch from portability to conversion

Employees can convert their portability coverage to an individual policy at any time or when it ends at age 70.

### Peace of mind for a lifetime

- Once an employee converts his or her life insurance coverage, the employee and the employee's dependents will receive individual whole life insurance policies that continue in force for their lifetimes, as long as they continue to pay the premium.
- It's important to note that individual life insurance rates do tend to be higher than group life insurance rates.

## Employees can combine portability and conversion options

- For Basic Group Term Life coverage: Employees can keep their Basic Group Term Life insurance coverage in force after leaving or losing a job by converting it to an individual policy.
- For Optional Supplemental Group Term Life and Voluntary Group Term Life coverage: Employees can convert their group coverage to individual policies or choose the portability option.
- For employees with both types of policies: Employees can choose a combination of the two; for example, employees can convert their Basic Group Term Life coverage to an individual policy and also keep their Optional Supplemental or Voluntary Group Term life coverage in place with the portability option or conversion, whichever best meets their needs.

### Billing choices for conversion premiums

Anthem Blue Cross can bill for conversion life policy premiums annually, semi-annually or quarterly.

# Summary of features of portability and conversion options

Features	Portability	Conversion
Types of coverage eligible	<ul style="list-style-type: none"> <li>Optional Supplemental Group Term Life</li> <li>Voluntary Group Term Life</li> <li>Dependent Optional Supplemental Group Term Life</li> <li>Dependent Voluntary Group Term Life</li> </ul>	<ul style="list-style-type: none"> <li>Basic Group Term Life</li> <li>Dependent Basic Group Term Life</li> <li>Optional Supplemental Group Term Life</li> <li>Voluntary Group Term Life</li> <li>Dependent Optional Supplemental Group Term Life</li> <li>Dependent Voluntary Group Term Life</li> </ul>
Rates	Group life rates (group life portability pool)	Individual life rates
Policy type	Group policy	Individual Whole Life policy
Health questions required	No	No
Coverage terminates	Age 70	No maximum age
Resource Advisor	Included	Not included
Living Benefits	Included	Not included
Employee eligibility to elect	Employee must satisfy all of these conditions: <ul style="list-style-type: none"> <li>Covered for at least 12 months</li> <li>Coverage ended due to termination of employment</li> <li>Must be under 65 years of age</li> <li>Employment did not terminate due to a disability and/or retirement</li> </ul>	No maximum age Employee must satisfy all of these conditions: <ul style="list-style-type: none"> <li>Employment terminated while the group policy was in force.</li> <li>Employee's membership in a class terminated while the group policy was in force.</li> <li>The group policy terminated. Employee must have been insured under the group policy for at least 5 years.*</li> <li>The group policy was amended to cancel the insurance on the class of persons under which the employee was insured. Employee must have been insured under the group policy for at least 5 years.*</li> </ul>
Age reduction schedule	35% at age 65	No reductions in coverage due to age
Premium billing options	Quarterly, semi-annually, annually	Quarterly, semi-annually, annually

\* The amount of coverage that can be converted is limited or conversion may not be allowed at all.

## Portability or conversion – which is better?

Each employee's situation is unique – that's why it's important for each employee to carefully review both portability and conversion options when they lose their jobs. Employees should consult a financial advisor to determine which option fits their needs best.

**For more information on portability and conversion options, contact your Anthem BC representative.**

*This product description is intended to be a brief outline of benefits available. It does not include all terms of coverage offered by Anthem Blue Cross Life and Health Insurance Company. The entire terms, exclusions and conditions are contained in the contract documents (the applicable certificate and policy). In the event of conflict between the contract documents and this product description, the contract documents will prevail. Products may vary and may not be available in all states.*

<sup>1</sup> Conversion application time periods vary by state. See the group certificate for specific information.

<sup>2</sup> The amount that can be converted when the group policy or employee class ends varies by state, according to state law. If the group policy or employee class ends, the employee must have been covered by it for 5 years to be eligible for conversion. This information describes Anthem Blue Cross Life and Health Insurance Company's standard programs. Exclusions and limitations are listed in the contracts for these products.

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