



## **Base & Supplemental Life Employee Termination Options:**

### **Minnesota Continuation**

You may exercise the Minnesota Continuation option when you are voluntarily or involuntarily terminated from employment. This allows you to continue life insurance coverage at the rate your employer is paying Unum. Premium is paid to your employer and you remain part of the group plan. Minnesota Continuation offers extension of your group coverage for 18 months as long as you do not become insured under other group coverage. The 18 month time frame begins the day following termination from your employer. At the end of this period, in order for coverage to continue, you may convert or exercise the portability feature.

### **Portability**

You may exercise the portability option if you reduce your hours to the point you are no longer eligible for coverage, your employment ends, or you retire, as long as you do not have a sickness or injury that substantially impacts your life expectancy. If you have any questions about this, contact Unum's Customer Service area at 1-800-421-0344. You may want to complete a conversion application simultaneously. This must be applied for within 31 days of loss of group coverage with your employer. You will pay premium directly to Unum. Portability rates are age banded.

### **Conversion**

You may exercise the conversion option without medical questions, at any time you lose your group coverage. Conversion must be applied for within 31 days of loss of group coverage with your employer. There is a choice to convert to an individual term life or whole life policy. You will pay premium directly to Unum. The rates are outlined in the conversion application.

Continuation Options:	Billed:	Rates:	Requirements	Length
<b>Minnesota Continuation</b>	On Employer's Bill - Employee pays Employer and Employer pays Unum, Employer may charge Employee 2% Administrative Fee on top of premium.	At current group rates	Can continue regardless of injury or sickness.	18 months or until group coverage is obtained through another employer, whichever is less.
<b>Portability</b>	Direct Billed to Unum - can check billing option on form (i.e. semi-annual, annual).	Age banded group rates under the Voluntary Term Life policy	Not available for anyone with an injury or sickness which has a material effect on life expectancy.	As long as premiums are paid.
<b>Conversion</b>	Direct Billed to Unum - can check billing option on form (i.e. semi-annual, annual).	Conversion rates are listed on the Conversion form.	Can convert regardless of injury or sickness.	As long as premiums are paid.

For additional questions please contact Unum's Portability/Conversion Unit: 1-800-421-0344