

## We're here to help you understand your Group Life benefit options.

You know that life insurance is a critical part of your overall benefits plan — that's why you chose to enroll in the Group Life insurance program offered by Montgomery County Government.

***Now you have important decisions to make about continuing your Group Life insurance benefits.***



### There are two options under which you can continue your coverage:

#### Conversion

When you “convert” your group coverage, that coverage ends and you have the option to start an individual life insurance policy in the same or a lesser amount. We'll issue your individual policy without a medical exam, as long as you complete the required forms and pay the premium within the election period. You can't convert Accidental Death & Dismemberment coverage.

#### Portability

When you “port” group insurance, you can continue your group term life coverage without a medical exam by paying any future premiums directly to MetLife. There's a dollar limit on coverage you can port. You can't port any coverage above that max. If you decide to port, you can convert any remaining amount above that max to an individual policy. Once you port your coverage, you are covered under a new group policy. To speak with someone about porting your coverage, please call 1-888-252-3607.

### What to expect next

Within the next couple of weeks, MetLife will mail you a Conversion/Portability packet, which includes more details about your options and the amount of coverage eligible to continue. Additional information can also be found on the back of this page.

### Meet with a Barnum financial professional

MetLife has an arrangement with Barnum Financial Group and their associated third party financial professionals<sup>1</sup> to offer you assistance with the best option for you. You may receive a call from a financial professional who can answer any questions you may have or possibly identify other lower-cost alternatives. To set up a meeting yourself, just visit [metlife.com/conversion](https://www.metlife.com/conversion) or call us at 1-877-275-6387. We're available Monday through Friday, from 9:00 a.m. to 6:00 p.m. Eastern Time.

See reverse side for  
more information.



# It's important to understand the differences between these options.

## Use the chart below to help you make an informed decision.

	PORTABILITY <sup>2</sup>	CONVERSION
What are the basics of each option?	<p>You can continue your Group Life and AD&amp;D* insurance coverage with MetLife if your coverage terminates in whole or in part due to:</p> <p><b>Employee Qualifying Events:</b></p> <ul style="list-style-type: none"> <li>Termination of employment</li> <li>A change in your employee class</li> <li>Your Group Policy is amended to end coverage, unless coverage is replaced by a similar insurance under another group insurance policy</li> <li>Your Group policy ends with or without a successor plan</li> <li>Reduced coverage due to age, retiree benefit reduction or change in plan for your employee class</li> </ul> <p><b>Dependent Qualifying Events:</b></p> <ul style="list-style-type: none"> <li>Employee is eligible to exercise portability option</li> <li>Spouse can port upon the Death of the Employee, Divorce, Annulment, Civil Union or Reciprocal Beneficiary relationship ends</li> <li>Dependent no longer eligible as a Dependent</li> </ul> <p>* Your plan may not include the Portability feature on every product presented on the Election of Portable Coverage Form. The Recordkeeper for your plan will identify which coverage(s) and coverage amount(s) you are eligible to port.<sup>3</sup></p>	<p>You can generally convert your Group Life insurance benefits to an Individual Whole Life insurance policy if your coverage terminates in whole or in part due to:</p> <ul style="list-style-type: none"> <li>Retiree benefit reduction or termination of employment</li> <li>A change in your employee class</li> </ul> <p>Conversion is available on all Group Life insurance coverages. Conversion is not available on AD&amp;D coverage.</p>
Does coverage reduce or terminate?	<ul style="list-style-type: none"> <li><b>Employee:</b> Reduces 50% at age 70, and terminates at age 100.</li> <li><b>Spouse:</b> Terminates at age 70.</li> <li><b>Child(ren):</b> Terminates at age 25. At age 25, each child may apply to continue their portable coverage by completing a NewPort election form. They will also have the option to apply for Preferred Life Rates (lower preferred rates).</li> </ul>	Coverage reductions and termination are subject to the terms of the policy chosen.
Will I have to answer medical questions?	<p>No. However, medical questions must be answered to apply for Preferred Life Rates (lower preferred rates). All applications for coverage are subject to review and approval by MetLife. MetLife will review your information and evaluate your request for coverage based upon your answers to the health questions, MetLife's underwriting rules and other information you authorize us to review. In certain cases, MetLife may request additional information to evaluate your request for coverage.</p> <p>If approved by MetLife, you will be billed using the Preferred Life Rates (lower preferred rates).</p>	No.
What are the minimum and maximum amounts of coverage?	<p>The standard coverage minimum amounts are:</p> <ul style="list-style-type: none"> <li>\$10,000 for employees</li> <li>\$ 2,500 for spouses</li> <li>\$10,000 for Spouse Only (no portable employee coverage)</li> <li>\$1,000 for children</li> </ul> <p>Your coverage maximum amount is generally limited to the amount you had at the time group benefits terminated and may vary, depending on the type of coverage you had. The standard maximum coverage amount is \$2 million.</p> <p>Details about your specific coverage can be found on the Election of Portable Coverage form.</p>	<p>The coverage minimum under Conversion is subject to the Individual Life plan features.</p> <p>The maximum coverage amount under Conversion varies based on the following:</p> <ul style="list-style-type: none"> <li>The reason group benefits ended.</li> <li>The amount of group insurance you have.</li> <li>Your eligibility for any other group benefits within 31 days after current benefits terminate.</li> <li>Specific state regulations.</li> </ul>
Can I increase or decrease coverage amounts after the initial application period?	Coverage can be increased in \$25,000 increments up to \$250,000 with Evidence of Insurability (EOI) at the initial application and annually at the insured's portability anniversary date. Portable coverage may also be decreased, as needed.	Coverage cannot be increased at any time and cannot be decreased on Whole Life policies.
What additional features/ services are available?	<ul style="list-style-type: none"> <li>Accelerated Benefits Option (ABO) for Life coverage(s) only.<sup>4</sup></li> <li>Total Control Account® (TCA) for beneficiaries.<sup>5</sup></li> </ul>	Total Control Account® (TCA) for beneficiaries. <sup>5</sup>
How do I enroll/apply for coverage?	<ul style="list-style-type: none"> <li>You will receive an Election of Portable Coverage form from MetLife.</li> <li>You have 31 days from the date on the Election form to complete and return this form to MetLife.</li> <li>Coverage will take effect 32 days after your group coverage ends.</li> </ul>	<ul style="list-style-type: none"> <li>You will receive a Notice of Conversion form from MetLife.</li> <li>You have 31 days from the date your coverage ends to elect to convert your coverage.</li> </ul>
Will the rates be different from the rates I paid while I was working?	<ul style="list-style-type: none"> <li>Rates are based on your current age and differ from the rates you paid while employed. As with any group of insureds, rates may change based on the financial experience of the group.</li> <li>MetLife will bill you monthly for your coverage. The option to make monthly payments via Electronic Funds Transfer is available by contacting MetLife at 1-888-252-3607.</li> <li>There is a \$3 administrative fee added to each monthly premium. However the monthly administrative fee is waived for insureds who use Electronic Funds Transfer.</li> <li>Employee or Spouse can apply for Preferred Life (lower preferred rates) premium rates by answering medical questions. If not approved, Employee and Spouse can still participate in portable coverage at the Non-Preferred (higher) premium rates.</li> </ul>	Rates for Conversion are based on your age at the time you convert your coverage and remain level throughout the life of the policy.

1. MetLife administers the Transition Solutions program and has arranged to have specially trained third party financial professionals offer financial education. The financial professionals providing financial education are not affiliated with MetLife but are providing the program under a service provider contract.
2. All coverage amounts are subject to applicable state laws. To take advantage of this benefit, coverage of at least \$10,000 must be elected.
3. Basic, Supplemental and AD&D coverages are all portable in this plan. However, you can't convert your coverage after portable benefits end.
4. You can receive up to 80% of your Life insurance proceeds to a maximum of \$500,000 in the event that you become terminally ill and are diagnosed with less than 12 months to live. This can go a long way toward helping your family meet medical and other related expenses at this difficult time. The Accelerated Benefit Option is also available to spouses insured under Dependent Life insurance plans.

The ABO benefits are intended to qualify for favorable federal tax treatment, in which case the benefits will not be subject to federal taxation. This information was written as a supplement to the marketing of life insurance products. Tax laws relating to accelerated benefits are complex and limitations may apply. You are advised to consult with and rely on an independent tax advisor about your own particular circumstances. Receipt of ABO benefits may affect your eligibility, or that of your spouse or your family, for public assistance programs such as medical assistance (Medicaid), Temporary Assistance to Needy Families (TANF), Supplementary Social Security Income (SSI) and drug assistance programs. You are advised to consult with social service agencies concerning the effect that receipt of ABO benefits will have on public assistance eligibility for you, your spouse or your family.

5. Subject to state law, and/or group policyholder direction, the Total Control Account is provided for all Life and AD&D benefits of \$5,000 or more. The assets backing the Total Control Account (TCA) are maintained in the general account of MetLife or the Issuing Insurance Company. These general accounts are subject to the creditors of MetLife or the respective Issuing Insurance Company. MetLife or the Issuing Insurance Company bears the investment experience of such assets and expects to earn income sufficient to pay interest to TCA Accountholders and to make a profit on the operation of the TCAs. Regardless of the investment experience of such assets, the effective annual rate on the Account will not be less than the rate guaranteed on the welcome guide. The TCA and other available settlement options are not bank products and are not insured by the FDIC or any other governmental agency. In addition, while the funds in your account are not insured by the FDIC, they are guaranteed by each state's insurance guarantee association. The coverage limits vary by state. Please contact the National Organization of Life and Health Insurance Guaranty Associations ([www.NOLHGA.com](http://www.NOLHGA.com) or 703-481-5206) to learn more. FOR FURTHER INFORMATION, PLEASE CONTACT YOUR STATE DEPARTMENT OF INSURANCE.

Nothing in these materials is intended to be advice for a particular situation or individual. Please consult with your own advisors for such advice. Like most group insurance policies, insurance policies offered by MetLife contain certain exclusions, exceptions, waiting periods, reductions, limitations and terms for keeping them in force. Please contact your benefits administrator or MetLife for costs and complete details.

MetLife Group Term Life insurance is issued by Metropolitan Life Insurance Company, 200 Park Avenue, New York, NY 10166 under Policy Form GPN99/G2130-S.

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