



Keeping your life insurance

Decisions to make, steps to take

When your relationship with your employer changes — either because you're leaving the company, you've become disabled, or you're no longer eligible for coverage — you'll want to take steps to preserve your life insurance.

If your family's financial security and plans for the future — such as paying for college or staying in your home — are important to you, taking your life insurance with you is a smart move. Depending on your circumstances, you may have two options for keeping your coverage:

What do I need to do to convert or port my coverage?

CONVERSION

Change your group term life coverage to an individual whole life policy, which builds cash value. You pay the premium at individual rates. The right to convert your policy is guaranteed by law under certain circumstances.

Convert:

- Have your employer complete Section 1 of the life conversion form (rates included on the form).
- Complete Section 2 of the conversion form yourself.

PORTABILITY

Take your group term life coverage with you and pay for it at group rates. This coverage does not build any cash value. This option is also called "porting" your coverage.

Port:

- Have your employer complete Section 1 of the life/AD&D portability form (rates available through your employer).
- Complete Section 2 of the life/AD&D portability form yourself.

Can convert coverage	Can port coverage	When can I convert or port my life insurance?
X	X	Retiring from the company
X	X	Employment has been terminated
X	X	Hours have been reduced so no longer qualify for your coverage
X*	X***	Leaving because of an illness or injury that impacts life expectancy
X**		Employer has canceled the group policy, or Unum has made changes that make them ineligible for coverage
X		Child is aging out of dependent status (when a child reaches maximum age as outlined in the contract or up to the specific policy's age limitation for full-time student status)

NEXT STEPS

Submit your initial premium payment¹ with the appropriate form **no later than 31 days** after your coverage ends to: *Unum Life Insurance Company of America, Portability and Conversion Unit, 2211 Congress Street, Portland, ME 04122.*

Remember to designate a beneficiary and sign and date the election form.

You have four ways to pay: Monthly auto-pay by ACH or quarterly, semi-annually or annually by check or money order.

Communication decisions are provided directly to employees.

Important: Don't miss your chance to keep your life insurance. After your coverage ends, you have just 31 days to apply.

Questions? Please call (800) 421-0344.

Dependents' options

When can dependents convert or port coverage?

CONVERSION

Dependents can convert their coverage if you are eligible to convert, or if you pass away while covered under the group plan.

Dependents can convert even if you do not.

Dependents can convert if they no longer meet the eligibility requirements under the plan.

PORTABILITY

Dependents can port their coverage if you port.

If you pass away, your spouse must port coverage in order to port children's coverage.

Spouses can port coverage for themselves and their children if they are divorced from you. However, children's coverage can be ported under the employee's or spouse's coverage, but not both.

Once children lose their dependent status (when they reach the maximum age as outlined in the contract or up to the specific policy's age limitation for full-time student status), their coverage ceases.

Can dependents be added after coverage is converted or ported?

No. Dependents who did not convert their coverage when you pass away can't be added or convert their coverage later.

Yes. Dependents may be added at any time for the amounts allowed under the group plan (subject to evidence of insurability).

Maximum coverage amounts

What are the maximum coverage amounts for employees?

CONVERSION

Maximum coverage amount is the amount for which you were insured under the group plan.

If you have been insured for at least 5 years and your employer has canceled the group policy, or Unum has made changes that make you ineligible for coverage, the maximum will be the lesser of: \$10,000; or your coverage amount under the plan minus any other group coverage that your employer makes available within 31 days.

PORTABILITY

The maximum coverage amount is the lesser of: Your group maximum benefit; 5X your annual salary; or \$750,000 from all Unum life and AD&D plans combined.

If your group policy offers a "retiree" class or coverage, you can port the difference between the group and retiree coverage amounts.

AD&D cannot exceed the ported life amount.

What are the maximum coverage amounts for dependents?

Same as for employees.

Spouse: The highest amount of life insurance available for your spouse under the plan; or 50% or 100% of the employee's ported coverage depending on the group contract; or \$750,000 from all Unum group life and accidental death and dismemberment plans combined, whichever is less.

Child: The highest amount of life insurance available for your child under the plan; or 50% or 100% of the employee's amount (varies by contract); or \$20,000, whichever is less (actual amount may differ based on plan design). AD&D cannot exceed the ported life amount.

Rate and coverage changes

Will my rates change?

CONVERSION

Your rate will be different when you convert the policy from a group to an individual policy. After that, you will pay the same premium for the life of the policy.

PORTABILITY

Your rate may change when you port the coverage. Also, because life premiums are based on age, your premiums will automatically increase in 5-year increments. For example, if you are 42 now, your premiums will increase when you are 45, then 50, and so on.

Will my coverage be reduced as I get older?

No. Your benefit will remain the same.

Yes. Employee and dependent coverage will reduce on an age-related schedule, according to the group plan. **Note:** You can convert the difference between the age-reduced coverage amount and the prior amount.

Can I increase my coverage?

No. Once you have converted your coverage, you cannot increase it.

Yes. Life insurance coverage may be increased with evidence of insurability (medical exam and/or questions) up to the maximums shown above. You may also decrease your coverage, as long as it remains within plan guidelines.



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benefits
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Underwritten by Unum Life Insurance Company of America, Portland, Maine
In New York, underwritten by First Unum Life Insurance Company, New York, New York
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EN-1786-1 FOR EMPLOYEES (2-21)

* State variations apply.

** Available only if you have been insured under the plan for at least five years. You can convert to a policy with a maximum benefit of \$10,000.

*** Portability may be available if the policy does not include the sickness and injury provision. Refer to the certificate of coverage for more information.

† NY premiums are not required at the time when the portability application is sent in.

Conversion Rates

Age	Annual Rate 1-Year Term	Rates for Individual Whole Life			Age	Annual Rate 1-Year Term	Rates for Individual Whole Life		
		Annual	Semiannual	Quarterly			Annual	Semiannual	Quarterly
0	5.05	2.06	1.07	0.57	46	8.92	22.08	11.48	6.07
1	5.05	2.16	1.12	0.59	47	9.66	22.62	11.76	6.22
2	5.05	2.27	1.18	0.62	48	10.41	23.44	12.19	6.45
3	5.05	2.39	1.24	0.66	49	11.15	24.52	12.75	6.74
4	5.05	2.51	1.31	0.69	50	11.89	25.87	13.45	7.11
5	5.05	2.63	1.37	0.72	51	13.47	27.95	14.53	7.69
6	5.05	2.77	1.44	0.76	52	15.05	29.88	15.54	8.22
7	5.05	2.91	1.51	0.80	53	16.62	32.08	16.68	8.82
8	5.05	3.05	1.59	0.84	54	18.20	34.56	17.97	9.50
9	5.05	3.21	1.67	0.88	55	19.78	38.69	20.12	10.64
10	5.05	3.37	1.75	0.93	56	21.73	39.23	20.40	10.79
11	5.05	3.54	1.84	0.97	57	23.69	40.31	20.96	11.09
12	5.05	3.72	1.93	1.02	58	25.64	41.94	21.81	11.53
13	5.05	3.91	2.03	1.08	59	27.60	44.10	22.93	12.13
14	5.05	4.11	2.14	1.13	60	29.55	46.81	24.34	12.87
15	5.05	5.29	2.75	1.45	61	32.82	51.32	26.69	14.11
16	5.10	5.56	2.89	1.53	62	36.08	55.21	28.71	15.18
17	5.15	5.83	3.03	1.60	63	39.35	59.65	31.02	16.40
18	5.29	6.10	3.17	1.68	64	42.61	64.64	33.61	17.78
19	5.43	6.36	3.31	1.75	65	45.88	72.96	37.94	20.06
20	5.74	6.99	3.63	1.92	66	49.74	76.31	39.68	20.99
21	5.49	7.27	3.78	2.00	67	53.61	79.66	41.42	21.91
22	5.24	7.55	3.93	2.08	68	57.47	83.01	43.17	22.83
23	5.00	7.84	4.08	2.16	69	61.34	86.36	44.91	23.75
24	4.75	8.12	4.22	2.23	70	65.20	93.06	48.39	25.59
25	4.50	8.40	4.37	2.31	71	73.41	105.19	54.70	28.93
26	4.35	8.65	4.50	2.38	72	81.63	112.26	58.38	30.87
27	4.20	8.90	4.63	2.45	73	89.84	119.32	62.05	32.81
28	4.06	9.15	4.76	2.52	74	98.06	126.38	65.72	34.75
29	3.91	9.40	4.89	2.59	75	106.27	147.58	76.74	40.58
30	3.76	9.65	5.02	2.65	76	114.77	156.43	81.34	43.02
31	3.82	11.55	6.01	3.18	77	123.95	165.82	86.23	45.60
32	3.88	11.84	6.16	3.26	78	133.87	175.77	91.40	48.34
33	3.94	12.13	6.31	3.34	79	144.58	186.31	96.88	51.24
34	4.00	12.42	6.46	3.42	80	156.15	197.49	102.69	54.31
35	4.06	12.85	6.68	3.53	81	168.64	209.34	108.86	57.57
36	4.30	12.98	6.75	3.57	82	182.13	221.90	115.39	61.02
37	4.53	13.25	6.89	3.64	83	196.70	235.22	122.31	64.69
38	4.77	13.64	7.09	3.75	84	212.43	249.33	129.65	68.57
39	5.00	14.16	7.36	3.89	85	229.43	264.29	137.43	72.68
40	5.24	15.61	8.12	4.29	86	247.78	280.15	145.68	77.04
41	5.83	16.43	8.54	4.52	87	260.17	296.95	154.41	81.66
42	6.42	17.40	9.05	4.79	88	273.18	314.77	163.68	86.56
43	7.00	18.50	9.62	5.09	89	286.84	333.66	173.50	91.76
44	7.59	19.74	10.26	5.43	90	301.18	353.68	183.91	97.26
45	8.18	21.81	11.34	6.00					

Policy Fee is as follows:

\$90.00 per annual payment

\$46.80 per semi annual payment

\$24.75 per quarterly payment

Please note: Rates are per \$1,000 of coverage

How to Calculate Your Premium Payment

<p><u>Calculate Your Premium Payment</u></p> <p>1. Determine if you want the whole life or the 1-Year Term coverage. The 1-Year Term will be renewed next year at your attained age to Whole Life coverage assuming premiums are paid in full. If you elect the 1-Year Term, you must submit an annual premium payment. Note that the 1-Year Term coverage is not available in all states.</p>	<p><u>Check Your Elections Below</u></p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">Whole Life <input type="checkbox"/></div> <div style="text-align: center;">1-Year Term <input type="checkbox"/></div> </div>
<p>2. If you have selected whole life, determine whether you want to pay your whole life premiums annually, semi-annually, or quarterly.</p>	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">Annual <input type="checkbox"/></div> <div style="text-align: center;">Semi-Annual <input type="checkbox"/></div> <div style="text-align: center;">Quarterly <input type="checkbox"/></div> </div>
<p>3. Find your rate on the rate table. The rate is based on the type of coverage you want and your age at the time your conversion coverage begins, which is 31 days from the time your group coverage terminates or is reduced.</p>	<p>Base Rate per \$1,000 of Coverage _____</p>
<p>4. Determine the amount of insurance you want. You may have any amount up to and including the amount you had under the group plan.</p>	<p>Amount of Coverage _____</p>

5. **Calculate Your Premiums**

a. Base rate per thousand dollars of coverage:	Base Rate		_____
b. Number of thousand dollar units you want:	# of \$1,000 Units	x	_____
c. Multiply a. by b.:	Base Rate X # of Units		_____
d. If you selected whole life, add the policy fee:	Policy Fee	+	_____
<div style="display: flex; justify-content: space-between;"> <div> <p>No policy fee for 1-Year Term</p> <p>Annual \$90.00 per payment</p> <p>Semi-annual \$46.80 per payment</p> <p>Quarterly \$24.75 per payment</p> </div> <div> <p>* TOTAL</p> <p style="border-top: 1px solid black; border-bottom: 3px double black; width: 100px; margin-top: 5px;"></p> </div> </div>			

e. TOTAL c. and d. This is your premium.

Please make your check payable to Unum

* This is the estimated amount due per payment, actual billed amount may vary slightly due to rounding.

Example

1. A 44 year old person decides to convert to a whole life policy
2. The person wants to convert \$25,000 of coverage
3. The person wants to pay premiums semi-annually
4. The semi-annual rate for a 44 year old is \$10.26 per \$1,000 of insurance
5. Calculate premiums:

a. Base rate per thousand dollars of coverage:		\$10.26	
b. Number of thousand dollar units you want:	X	25	
c. Multiply a. by b.:		\$256.50	
d. If you selected whole life, add the policy fee:			
No policy fee for 1-Year Term		\$0.00	
Annual \$90.00 per payment		-	
Semi-annual \$46.80 per payment		\$46.80	
Quarterly \$24.75 per payment		-	
		-	
e. TOTAL c. and d. This is your premium.		\$303.30	

Your actual coverage is subject to the terms, conditions, limitations and restrictions set forth in your certificate of coverage and the Summary of Benefits or Policy.



For: DIOCESE OF SANTA ROSA
Plan Effective Date: 1/1/2023

**Monthly Rates
Per \$1,000:**

Age Band	Employee Rates		These rates will apply if you have dependent life coverage on your group plan	
	<u>Non Tobacco</u>	<u>Tobacco</u>	<u>Spouse</u>	<u>Child</u>
0-24	0.09	0.13	0.13	0.28
25-29	0.09	0.13	0.13	
30-34	0.09	0.14	0.14	
35-39	0.12	0.20	0.19	
40-44	0.17	0.30	0.27	
45-49	0.27	0.48	0.42	
50-54	0.42	0.80	0.66	
55-59	0.68	1.12	1.00	
60-64	1.01	1.57	1.74	
65-69	1.76	2.61	2.99	
70-74	3.17	4.58	5.32	
75-79	5.35	6.91	8.72	
80-84	8.50	9.56	13.40	
85-89	12.26	12.63	19.05	
90+	24.58	24.58	37.83	



HOW TO CALCULATE YOUR PORTABILITY PREMIUM PAYMENT

Calculate Your Premium Payment											
<p>1. Find your rate on the rate table under appropriate tobacco use, if applicable. The rate is based on your age at the time your coverage terminates or is reduced.</p> <p>Note: You will qualify for non-tobacco premium rates if you have not used any tobacco products within the last 12 months.</p> <p>Your life insurance rates will continue to increase with age, every 5 years (for example, at age 50, 55, 60 etc.).</p>	Base Rate Per \$1,000 of Coverage _____										
<p>2. Determine the amount of insurance you want. You may have any amount up to and including the amount you had under the group plan.</p> <p>Note: You may be eligible to increase your coverage which would require Evidence of Insurability subject to maximums outlined in your former group insurance policy.</p>	Amount of Coverage _____										
<p>3. a. Base Rate Per thousand dollars of coverage:</p> <p>b. Number of thousand dollars you want:</p> <p>c. Multiply a. by b.:</p> <p>d. Mode you would like to pay</p> <p>Monthly = 1</p> <p>Quarterly = 3</p> <p>Semi-annual = 6</p> <p>Annual = 12</p> <p>e. TOTAL c. and d. This is your premium</p>	<table><tr><td>Base Rate</td><td>_____</td></tr><tr><td># of \$1,000 Units</td><td>x _____</td></tr><tr><td>Base Rate X # of Units</td><td>_____</td></tr><tr><td>Mode</td><td>x _____</td></tr><tr><td>*TOTAL</td><td>_____</td></tr></table>	Base Rate	_____	# of \$1,000 Units	x _____	Base Rate X # of Units	_____	Mode	x _____	*TOTAL	_____
Base Rate	_____										
# of \$1,000 Units	x _____										
Base Rate X # of Units	_____										
Mode	x _____										
*TOTAL	_____										
<p>*This is the estimated amount due per payment, actual billed amount may vary slightly due to rounding</p>											
Sample Portability Premium Calculation:											
<p>1. A 44 year old person decides to continue \$25,000 of coverage</p> <p>2. The person wishes to pay premiums annually</p> <p>3. The monthly rate for a 44 year old is \$.510 per \$1,000 of coverage</p> <p>4. Calculate premiums:</p> <table><tr><td>a. Base rate per thousand dollars of coverage:</td><td>\$.510 (sample rate)</td></tr><tr><td>b. Number of thousand dollar units you wanted:</td><td>x <u>25</u></td></tr><tr><td>c. Multiply a. by b.:</td><td>\$12.75 (Monthly)</td></tr><tr><td>d. Multiply c. by 12 for annual</td><td>x <u>12</u></td></tr><tr><td>e. TOTAL. This is the sample premium amount.</td><td>\$153.00 (Sample Annual Premium)</td></tr></table>		a. Base rate per thousand dollars of coverage:	\$.510 (sample rate)	b. Number of thousand dollar units you wanted:	x <u>25</u>	c. Multiply a. by b.:	\$12.75 (Monthly)	d. Multiply c. by 12 for annual	x <u>12</u>	e. TOTAL. This is the sample premium amount.	\$153.00 (Sample Annual Premium)
a. Base rate per thousand dollars of coverage:	\$.510 (sample rate)										
b. Number of thousand dollar units you wanted:	x <u>25</u>										
c. Multiply a. by b.:	\$12.75 (Monthly)										
d. Multiply c. by 12 for annual	x <u>12</u>										
e. TOTAL. This is the sample premium amount.	\$153.00 (Sample Annual Premium)										

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