



Transitioning your life insurance plan.

Thank you for choosing New York Life Group Benefit Solutions as your new Life Insurance carrier. We'd like to help make the transition as easy as possible, for you and your employees.

We've outlined some important information about your NYL GBS Term Life Insurance plan. The goal is to make sure that your employees and their dependents don't lose coverage during this transition.

What does Group Benefit Solutions do to ensure continuity of coverage during a change in insurance carriers?

We provide a takeover provision. It protects insured employees in temporary situations during a carrier change. Our takeover provision applies only to individuals:

- Who are covered under the prior policy on the date it ended
- Who would be in an eligible class under the NYL GBS Life Policy but don't meet the associated "active service" definition

Which employees are considered to be in active service under Group Benefit Solutions policies?

Employees considered to be in active service are those who:

- Are at work
- Are on vacation
- Have been on sick leave for less than seven days
- Are on employer-approved paid leave of absence (other than disability)

How does the Group Benefit Solutions takeover provision work?

Our takeover provision provides up to 12 months of transitional coverage during an insurance carrier change. It's designed to prevent loss of coverage by employees' temporary absence from work. The provision begins on the NYL GBS Life Policy effective date.

What would happen if there are employees who don't qualify for Waiver of Premium coverage under the prior plan but the employer continues premium payments?

If, under the prior plan's terms, life insurance coverage continued through its termination date, the takeover provision may apply. For example, if the terms of the prior policy provided coverage for disabled employees with premium payment, then an employee whose coverage continues through the policy termination date may be eligible under the takeover provision.

If premiums have been paid for an ineligible employee after their coverage was terminated under the terms of the prior policy, the takeover provision would not apply because that person's coverage actually ended before the effective date of the new Group Benefit Solutions policy.



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How much coverage is provided for those eligible under the takeover provision?

The amount of coverage will be the lesser of:

- The coverage provided for employees in the same class who meet the active service requirement
- The coverage provided under the prior policy's terms on its date of termination

In either case, this amount will be reduced by any benefit that continues to be payable under the terms of the prior policy.

How long is coverage provided under the takeover provision?

Coverage is provided no more than 12 months of the NYL GBS Life Policy effective date.

It continues until either:

- Coverage would have ended under the prior plan's terms, if it had remained in force, or
- The person meets the Group Benefit Solutions policy active service requirement and becomes covered under those terms

When coverage ends, if the employee has not qualified as being in active service, conversion is available. The coverage is equal to the amount of death benefit that would have been payable under the takeover provision, minus any amount that is available as conversion under the prior plan.

How much coverage is provided for those eligible under the takeover provision?

To ensure coverage continues, a copy of the complete prior plan must be provided at the point the case is underwritten by Group Benefit Solutions. The Group Benefit Solutions takeover provision is **not** a substitute for benefit extensions from the prior policy (e.g. conversion). Coverage under the takeover provision is for a death benefit only. Employees can never gain a right to Waiver of Premium coverage, an ability to exercise the portability option or to claim any terminal illness benefits through the Group Benefit Solutions takeover provision.



This document gives a brief summary of the takeover provisions of the NYL GBS Life Policy. This information is not part of the policy. The terms of the policy will apply to each takeover situation as presented.

If you have questions, please contact your Group Benefit Solutions Sales Representative or Account Manager.

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