



**Prudential**  
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## Group Life Insurance Portability

# ACT NOW TO TAKE ADVANTAGE OF YOUR PORTABILITY OPTION!

You must apply within 31 days of coverage termination.

Now that your World Bank Group employment is ending, you need to carefully consider your options and make several decisions about your benefits. Maintaining life insurance benefits may be one of your greatest concerns because it can directly affect your family's security. Continuing the group life insurance coverage you relied upon as an employee can help make your post-employment transition a smooth one.

### What is portability?

Portability is an option that enables you to obtain similar Prudential Group Term Life Insurance coverage after you terminate your current employment.<sup>1</sup> This is referred to as “porting” coverage. When you port your coverage, the terms and conditions of the port contract may differ from your employer’s group coverage. Some of these differences are highlighted below.

### What are the advantages of choosing the portability option?

Participants like you appreciate portability because:

- ▶ There’s no interruption in Group Term Life Insurance coverage after employment ends.
- ▶ You pay group portability rates, which may be lower than individual life insurance rates you would find on your own.

### Am I automatically eligible for portable coverage?

You can choose portability under your Prudential Basic or Optional Term Life coverage, as long as you are under age 80 and are actively at work on the day before your employment terminates. Portability is not available for employees on Long Term Disability or upon retirement.<sup>3</sup> To apply for portability, just complete and submit a portability election form within 31 days after termination of coverage.

### Is my coverage for my dependents portable too?

**Yes.** You may choose the portability option for your spouse or domestic partner and children who were covered under Optional Dependent Group Life Insurance, if you elect portable coverage on your Basic or Optional Life plan, and if your spouse or domestic partner is under age 80 and your children are under age 25.

### Is Accidental Death & Dismemberment (AD&D) insurance portable?

No. Prudential is not the Bank Group’s AD&D insurer. Your AD&D coverage ends on the last day of your employment (although if the Bank Group resettles you, your resettlement trip is covered under the Bank Group’s Travel insurance policy).

### Am I eligible for preferred rates?

Yes. The plan offers two sets of rates—preferred and standard. Preferred rates are lower than standard rates, but you must submit proof of good health satisfactory to Prudential. Standard rates do not require proof of good health. If you and/or your spouse (or domestic partner) do not submit proof of good health, or your proof of good health is not approved by Prudential, you and/or your spouse (or domestic partner) will be issued standard rates. Portability rates are not guaranteed and are subject to change.

## Is my portable coverage amount the same as the benefit amount under my World Bank Group life insurance plan?

The portable coverage amount available without proof of good health is equal to your current group life insurance benefit amount; however, you may increase or decrease coverage if you wish. If you choose a higher amount, you must submit proof of good health within 31 days of termination of coverage. The minimum coverage amount is \$20,000. The maximum coverage is six times your annual net earnings or \$1 million, whichever is less. (Active staff group life insurance coverage is also capped at six times your annual net earnings.)<sup>4</sup>

## Can I increase or decrease the coverage amounts for my dependents?

If you had Optional Dependent Life Insurance coverage as a staff member, you may change coverage amounts for your spouse or domestic partner subject to a maximum coverage limit of \$50,000, and for eligible dependent children to a maximum coverage limit of \$10,000. If an increase in coverage is elected, your spouse or domestic partner and/or children must provide proof of good health within 31 days of your termination of coverage. Your spouse or domestic partner's coverage amount may be less than \$20,000.

## Is there a limit on how much coverage can be increased or decreased?

You may increase coverage for you and your spouse (or domestic partner) by at least \$20,000, but by no more than the amount of your annual earnings—subject to the maximum coverage levels and other limitations stated above for your coverage and for your dependent coverage. Please keep in mind that an increase in coverage amount is a one-time opportunity—it is only available to you upon the effective date of portable coverage. A decrease in coverage amount, however, can be elected at any time. Any individual who increases coverage must submit proof of good health satisfactory to Prudential.

## Will coverage reduce at a certain age?

When you reach age 65, your coverage will be reduced by 40%. When you reach age 70, coverage will be reduced by another 10% for a total reduction of 50% of your original face amount. When your coverage is reduced, your spouse or domestic partner's coverage will also be reduced by the same percentage. Your children's coverage is not subject to a reduction.

## When does portable coverage end?

Portable coverage for you, your spouse (or domestic partner), and children ends when any of the following happens:

- ▶ You attain age 80.
- ▶ Your premiums are not paid.
- ▶ The group portability contract ends.
- ▶ In the case of your children's coverage, when the children no longer meet dependent eligibility requirements or reach age 25.

## Is an accelerated payment of benefits available with portable coverage?

Yes. Should you become terminally ill with a life expectancy of six months or less, Prudential's Accelerated Benefit Option<sup>5</sup> allows you to receive up to 50% of the coverage amount, while still living, up to \$50,000, subject to age reductions. Your death benefit will be reduced by any amount paid under the Accelerated Benefit Option. The Accelerated Benefit Option is not available to spouses, domestic partners, or children.

## I am retiring from the World Bank Group. Am I eligible for portability?

No. Staff who are retiring (i.e., drawing an immediate pension after ending employment) can select either the Retiree Group Life Insurance plan (with coverage based on 75% or 150% of final net salary) or convert to a whole life plan at the same level of coverage they had as active staff.<sup>6</sup> However, staff who elect Retiree Group Life Insurance may still convert any difference in coverage between the Active Staff coverage amount and the Retiree Group Life coverage amount, at whole life rates.

## Does the World Bank Group offer a group life insurance continuation plan?

Portability replaced the Bank Group's Group Life Insurance continuation plan on January 1, 2000. GLI continuation is no longer available.

## How do I apply for portability?

An application form and Proof of Good Health Statement will be provided to you with your ending employment paperwork, along with a special Prudential verification of employment letter, which you must attach to your application.

## What is the billing cycle for Portability?

Prudential will bill you quarterly.

## How can I contact Prudential regarding Portability?

The Portability Service Center can be reached at 800-778-3827.

## What are the current premiums for life insurance under the portability program?

The current premium structure is as follows (Note: rates are subject to change. To get current rates at any time, please contact the number(s) on the previous page for further information):

<b>Attained Age</b>	<b>Preferred (Monthly per \$1,000)</b>	<b>Standard (Monthly Per \$1,000)</b>
Under 30	\$0.099	\$0.134
30-34	\$0.111	\$0.149
35-39	\$0.137	\$0.185
40-44	\$0.200	\$0.269
45-49	\$0.300	\$0.406
50-54	\$0.500	\$0.675
55-59	\$0.852	\$1.150
60-64	\$1.405	\$1.896
65-69	\$2.389	\$3.226
70-74	\$3.869	\$5.224
75-79	\$6.451	\$8.708
Dependent Term Life Insurance Monthly rate per thousand for all children covered		\$0.220

**1** Portable group insurance plan provisions may not be the same as the employer's plan provisions. **2** Proof of good health is required for a coverage amount higher than your current benefit amount. **3** Retirees are eligible for World Bank Group Retiree Life Insurance, a separate program. **4** If you are currently paid in gross per annum terms, a notional net salary of 75% of gross salary is used to determine insurance coverage. **5** Accelerated Death Benefit option is a feature that is made available to group life insurance participants. It is not a health, nursing home, or long-term care insurance benefit and is not designed to eliminate the need for those types of insurance coverage. The death benefit is reduced by the amount of the accelerated death benefit paid. There is no administrative fee to accelerate benefits. Receipt of accelerated death benefits may affect eligibility for public assistance and may be taxable. The federal income tax treatment of payments made under this rider depends upon whether the insured is the recipient of the benefits and is considered "terminally ill" or "chronically ill." You may wish to seek professional tax advice before exercising this option. **6** Whole life insurance can be much more expensive than group term life insurance.

Group Basic Term Life Insurance, Optional Term Life Insurance, and Dependent Term Life Insurance coverages are issued by The Prudential Insurance Company of America, Newark NJ. Contract Series 83500. For claim inquiries, please call 800 524-0542. Group Basic Term Life Insurance, Optional Term Life Insurance, and Dependent Term Life Insurance coverages are issued by The Prudential Insurance Company of America, a Prudential Financial company, Newark, NJ. The Booklet-Certificate contains all details, including any policy exclusions, limitations, and restrictions, which may apply. Contract Series: 83500.

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