

# Increasing life coverage during limited open enrollment

## Life insurance

### Limited open enrollment

This is a type of enrollment period when employees can elect life insurance or make changes to their existing life benefit amounts on a limited basis. You can implement a period of limited open enrollment for your employees on your policy anniversary.

### How it works

During this enrollment period, employees can increase their life insurance in increments for themselves and their spouses without providing proof of good health to be considered for coverage.

An increment is the amount of life insurance coverage that an individual may purchase at one time. For example: If your insurance policy is sold in increments of \$10,000, your employee could increase his/her coverage by up to \$20,000 (two increments) during a limited open enrollment period. The increment amount may change based on your plan design.

### Who is eligible

Employees who have already participated in initial enrollment can increase coverage for themselves and their spouse.

Employees who already enrolled in life coverage under the Guarantee Issue amount can increase coverage for themselves and their spouse.

Employees who already successfully enrolled in life coverage over the Guarantee Issue amount can increase coverage for themselves and their spouse.

Employees who declined to participate during initial enrollment can increase coverage for themselves and their spouse.

In any of these scenarios, all additional plan rules apply. Amounts that coverage can increase will vary by plan.

## Who is not eligible

Employees or spouses who have previously requested life insurance from Lincoln Financial Group but were declined for coverage.

Employees or spouses who have withdrawn a previous request for additional coverage.

Employees who are not actively at work on the date the coverage increase takes effect—meaning, the employee is not regularly performing all customary duties of his or her occupation at your place of business.

Employees who were covered under another carrier's policy and now grandfathered into Lincoln's coverage (takeover).

Spouses who are in a period of limited activity—meaning, the spouse is confined to a healthcare facility; or, whether confined or not, is unable to perform the regular and usual activities of a healthy person of the same age and gender.

## Requirements and exclusions

Some plan limitations may apply:

- 50% employee to spouse benefit
- 5x salary limitations
- Age 70 benefit limitations
- Age reductions

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