

Evidence of Insurability (EOI) Rules



Savannah River
51945

Evidence of Insurability (EOI) Rules Reminder

As your annual enrollment period approaches, below are some helpful reminders about the Evidence of Insurability (EOI) requirements that apply to your Prudential Group [Optional Life](#) plan for January 1st, 2022:

Employee Status	EOI Rule for Optional Employee Life	EOI Rule for Optional Spouse Life
Annual Enrollment	Not applicable for 01/01/2022	Not applicable for 01/01/2022
New Hires	Greater of 3x salary or \$550,000	\$30,000
Late Entrants	All amounts if enrolling more than 60 days from when you are 1 st eligible to enroll are subject to EOI satisfactory to Prudential.	All amounts if enrolling more than 60 days from when you are 1 st eligible to enroll are subject to EOI satisfactory to Prudential.
Life Events	Within 60 days of qualified life event, an employee may increase coverage by up to 1 level without EOI. Any other increase in coverage will require evidence of insurability.	Within 60 days of qualified life event, an employee with Spouse/Child coverage below the New Hire limit may increase coverage 1 tier, to a maximum of \$50,000 without EOI. Any other increase in coverage will require evidence of insurability.
Open Enrollment	Not applicable for 01/01/2022	Not applicable for 01/01/2022

*Children are never subject to EOI

Evidence of Insurability (EOI) Definitions

Eligibility	
Timely Entrant	An applicant who enrolls for the coverage within the initial eligibility period. New Hires would be considered timely if they enroll within 31 days from their eligibility date. The definition can also apply to a covered person if they were to increase coverage during an underwriting-approved Open Enrollment or upon occurrence of a Life Event.
Late Entrant	An applicant who applies for insurance after the initial eligibility period has expired and therefore is subject to medical underwriting from the first dollar of coverage (or requested increase of coverage). Currently covered persons would be considered Late Entrants if they requested an increase in coverage at any time other than during the underwriting-approved Open Enrollment or upon occurrence of a Life Event.
Life Event	Usually refers to marriage or divorce, becoming or ending a domestic partnership, birth or adoption of a child, death of a spouse, domestic partner or child, or change in work status of a spouse or domestic partner, but criteria may be tailored for each group.
EOI Rules	
EOI	Evidence of Insurability; proof presented through written or electronic health statements (e.g., an application form or Evidence of Insurability form) and/or a medical examination indicating that an individual is eligible for a certain type of insurance coverage. Evidence of Insurability may also include blood and urine test results and medical records that show an applicant for insurance is an insurable risk; also known as 'evidence of good health.'
Modified Open Enrollment	The period when an employee may elect to enroll or increase their coverage as a Timely Entrant outside of the initial eligibility period. Modified Open Enrollments are not automatic each year; Modified Enrollments need to be approved and designated as such by Financial Underwriting.
Annual Enrollment	The period when an employee may elect to enroll or increase their coverage as a Late Entrant outside of their initial eligibility period; and require full EOI for any amount.
Open Enrollment	The period when an employee may elect to enroll or increase their coverage as a Timely Entrant during the initial eligibility period; the increased amount is typically capped at the plan guarantee issue. Individuals previously declined due to failure to satisfy EOI are not eligible. Requests for amounts in excess of the non-med max are subject to normal EOI. Open Enrollments occur during a specific period and do not recur each year and must be approved and designated by Financial Underwriting. Open enrollments do not apply to spouse coverage unless specifically indicated by financial underwriting.
Enrollment Types	
Annual Enrollment	Enrollment takes place annually based on the specified contract date when the employer is enrolling all other offered benefits. <i>EOI is usually required for all coverage amounts, unless otherwise specified by Financial Underwriting.</i>
Off-Cycle Enrollment	Enrollment takes place for a period other than the traditional annual enrollment period. During an off-cycle employer focus their attention on one product that they are offering.
Initial Enrollment with Prudential	Enrollment takes place when Prudential first takes over a plan from another carrier.
First-Time Buyer Enrollment	Enrollment takes place and the employer has never had coverage with a prior carrier. This is also known as "virgin coverage."
Annual One-Ups (applies to clients < 5,000 lives)	During annual enrollment periods, you are able to increase employee coverage by one increment up to the GI without providing EOI if we are currently enrolled for coverage.
Guaranteed Issue	The amount of coverage that can be enrolled without providing evidence of insurability (EOI).

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Confirmation

As plan administrator it is your responsibility to ensure your enrollment system and/or TPA's enrollment system have the EOI rules accurately programmed and have completed the proper testing to ensure the rules have been built into the enrollment system and are programmed to request EOI as outlined by Prudential. Further any required employee contributions should not be collected and remitted to Prudential until you receive confirmation that an employee's EOI has been approved by Prudential.

By confirming all applicable systems are updated correctly with each delivery of this EOI rule summary, requests for review of administrative errors specific to medical underwriting will be limited in scope. Any claims received will be administered under the terms of the contract.