

Optional Insurance Continuation Chart

| Optional Insurance Plan  | Protected LWOP (FMLA, OFLA, CBIW, Military)<br>self-pay premium available | Unprotected LWOP (when approved by agency in advance of leave)<br>self-pay premium available | Length of Continuation | Current Monthly Premium Amount |
|--|---|--|------------------------|--------------------------------|
| Optional Employee Life Insurance - conversion possible                   | Yes   | Yes  | 12 months              |                                |
| Optional Spouse or Domestic Partner Life Insurance - conversion possible | Yes   | Yes  | 12 months              |                                |
| Optional Dependents Life Insurance - conversion possible                 | Yes   | Yes  | 12 months              |                                |
| Accidental Death & Dismemberment (AD&D)                                  | Yes (Military - no benefit payable if loss caused by act of war)          | Yes (Military - no benefit payable if loss caused by act of war)                             | 12 months              |                                |
| Short Term Disability (STD)  | Yes (No for CBIW & Military)  | No   | 12 weeks               |                                |
| Long Term Disability (LTD)   | Yes (No for CBIW & Military)  | No   | 12 weeks               |                                |

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|---|---|--|--|--------------------------------|
| Long Term Care (LTC) - portability possible               | Yes   | Yes  | 12 months                              |                                |
| Flexible Spending Account (FSA)                           | Yes - prepay, pay as you go, or catch up (must be in the same tax year)   | No - COBRA post tax available only if FSA account has an account balance                     | Limited to current tax year enrollment |                                |
| Imputed Value Tax Domestic Partner or Children's Coverage | Yes   | Yes  | Current plan year rate                 |                                |

Key:

LWOP = leave without pay    FMLA = Family and Medical Leave Act (federal leave)    OFLA = Oregon Family Leave Act (state leave)    CBIW = Continued Benefit of Injured Worker (workers' compensation)    Military = Military leave