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LIFE &
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ESSENTIALS

STUDY GUIDE

EXAM PREP AND ANSWER KEY

- **Knowledge Checks**
- **Check-Ins**
- **Self-Quizzes**
- **Sample Exam Questions**
- **Glossary of Terms**



THE NATIONAL ALLIANCE
for Insurance Education & Research

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Insurance policy forms, clauses, rules, court decisions, and laws constantly change. Policy forms and underwriting rules vary across companies.

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STUDY GUIDE

EXAM PREP AND ANSWER KEY

This Study Guide has been prepared to enhance your learning experience. It contains all of the Check-in questions, Knowledge Checks, and Self-Quizzes contained within the course, along with an Answer Key and Glossary. Use it as a tool to help practice and assess your knowledge of the course material, but *do not* mistake it for a comprehensive "short-cut" to preparing for the final exam.

Be sure to take a look at the Appendix that follows the Answer Key in this Study Guide. It contains valuable suggestions for test preparation and study techniques, as well as some sample exam questions and a glossary of terms.

Your path to success in passing the final exam will come from your attentiveness during the course and the effort you put into preparation.



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Tools to Assess Your Knowledge

Check-Ins, Knowledge Checks,
and Self-Quizzes by Topic

Section 1: Introduction to Life Insurance

Basic Life Insurance Contract Concepts

Check-In



Directions: Write the term that matches each definition.

| | | | |
|----------|-------------------|---------|---------------|
| assignee | beneficiary | insured | premium payor |
| assignor | insurance company | owner | |

- _____ 1. the person or entity whose life is insured
- _____ 2. the policy owner who transfers the benefits as collateral, ensuring the payment of a debt
- _____ 3. the individual or entity identified in a life insurance policy as the recipient of the death benefit
- _____ 4. the individual, business, or trust that controls a life insurance policy
- _____ 5. the person or entity who pays the premium that keeps a life insurance policy in force
- _____ 6. the individual or entity to whom the title, rights, and benefits under a life insurance policy are assigned and who is also the beneficiary
- _____ 7. the insurer that evaluates an applicant for life insurance and makes or declines to make an offer of insurance

Check-In



Directions: Read each statement. Then select True or False.

1. Risk is assessed on both medical and non-medical factors.

True

False

2. Underwriters consider matters such as applicants' driving records, criminal records, and credit standing.

True

False

3. Some states allow incomplete or unsigned applications to be processed and then completed at a later date.

True

False

4. Clients must grant permission in writing for their medical histories to be accessed by underwriters.

True

False

Check-In



Directions: Select the term that completes each sentence.

1. A(n) _____ clause stipulates that if the insured and the insured's primary beneficiary die at the same time, benefits skip the primary beneficiary and are paid to the contingent beneficiary.

survivorship

irrevocable

premium payor

2. A policy owner may change a(n) _____ beneficiary at any time.

contingent

revocable

irrevocable

3. The _____ is always the first in line for a death benefit.

primary beneficiary

premium payor

contingent beneficiary

4. A(n) _____ has no guaranteed rights to receive a death benefit upon the death of a policy owner.

contingent beneficiary

premium payor

revocable beneficiary

5. A policy owner cannot remove a(n) _____ from a life insurance policy without that individual's/entity's consent.

assignor

contingent beneficiary

irrevocable beneficiary

▶▶ Knowledge Check



If a survivorship clause is used when paying a death claim, which beneficiary receives the death benefit? Explain why.

The Application Process

Check-In



Directions: Read each statement. Then select True or False.

1. A policy constitutes a complete contract.

True

False

2. Riders may amend policy coverage.

True

False

3. A conditional receipt can provide temporary life insurance coverage until the insurance company has issued a policy.

True

False

4. Underwriting addresses the determination of risk.

True

False

Check-In



Directions: Match each rate to its explanation.

A. preferred rate

B. standard rate

C. substandard rate

- _____ 1. the rate common to most individuals seeking life insurance policies
- _____ 2. the rate associated with excellent health
- _____ 3. the rate that goes into effect when individuals seeking life insurance policies are deemed ineligible for standard rates



Knowledge Check



What factors make up the basis for determining whether an insured is offered a preferred rate, standard rate, or substandard rate for life insurance?

Section 1 Self-Quiz

Directions: List the parties involved in a life insurance contract.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Section 1: Introduction to Life Insurance

Directions: Match each description to the appropriate term.

| | |
|---|---|
| A. insurable interest | _____ An individual/entity to whom the title, rights, and benefits under a life insurance policy are assigned and who is also a beneficiary |
| B. absolute assignment of benefits | _____ The recipient of benefits if the first recipient dies before or at the same time as the insured |
| C. the insured | _____ The owner of a life insurance policy who transfers policy benefits as collateral |
| D. irrevocable beneficiary | _____ The individual/entity who pays the policy premium |
| E. premium payor | _____ A policy is transferred to another party without any terms or conditions |
| F. primary beneficiary | _____ When a person or entity derives a financial benefit from an insured's continued survival |
| G. contingent beneficiary | _____ Explains the terms and conditions under which insurance applies |
| H. assignee | _____ The first recipient of benefits after the death of an insured |
| I. assignor | _____ The person/entity whose life is insured |
| J. policy | _____ A beneficiary that cannot be removed from a policy without consent |

Directions: List six actions a policy owner has the power to take (with possible exceptions):

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Section 1: Introduction to Life Insurance

Directions: Read each statement. Then select True or False.

1. An individual's hobbies are a consideration in the rate classification for a life insurance policy.

True

False

2. A life insurance contract always has an application and the policy.

True

False

3. An applicant's credit history is a non-medical consideration when determining risk.

True

False

4. Most individuals seeking life insurance policies receive a preferred rating.

True

False

5. Individuals who fall into the decline coverage category generally have high-risk health conditions.

True

False

Section 2: Term and Permanent Life Insurance

Term Life Insurance

Check-In



Directions: Match each term to its explanation.

**Fixed Period
Level Term**

**Renewable
Term**

**Decreasing
Term**

- _____ 1. The death benefit decreases over the policy period, reaching zero at the end.
- _____ 2. An insured chooses to renew a policy for a specified period of time.
- _____ 3. The death benefit and premium remain level.



Knowledge Check



A prospect has three children, ages 9, 12, and 18. The prospect is concerned that costs for the children's education will not be paid if the prospect dies prior to all three children completing four years of college. The prospect is also concerned about insurance costs. What product would you suggest and why?

Permanent Life Insurance

Check-In



Directions: Select the term that best completes each sentence.

1. Permanent life insurance is in effect as long as _____ are paid.

death benefits

premiums

partial surrenders

2. Permanent life insurance can generate _____ with a favorable tax treatment.

**renewable
death
benefits**

**disability
income
payments**

**cash
value**

3. Two types of permanent life insurance policies are whole life and _____ life.

variable

universal

guaranteed



Knowledge Check



A client is concerned that by making his grown children beneficiaries of his and his spouse's permanent life insurance policies, the children could have a large income tax liability upon receipt of the death proceeds. How could you respond to your client's concern?

Whole Life Insurance

Check-In



Directions: Choose the term that best completes each sentence. Write the term on the line.

| | | |
|-----------------------|------------------------|-----------------------|
| guarantees | limited payment | permanent life |
| single premium | straight life | |

1. Whole life insurance is a type of _____ insurance.
2. Whole life insurance is characterized by _____ such as fixed premiums.
3. Whole life insurance is also called _____ insurance.
4. A shorter pay period and higher premiums are associated with a(n) _____ whole life policy.
5. In a(n) _____ life policy, the premium is paid in a one-time payment.

Check-In



Directions: Match each term to its explanation.

A. cash surrender

B. reduced paid-up insurance

C. extended term life insurance

_____ 1. The ability to relinquish cash value in exchange for a term life insurance policy at the original face amount

_____ 2. The surrender of a policy for its guaranteed cash value

_____ 3. The ability to relinquish a policy's cash value to receive a paid-up, reduced face amount whole life policy



Knowledge Check



A prospect asks two questions. First, what can be done with the cash value of a whole life insurance policy? Second, when does she have to pay tax on any interest earned? How would you respond to this prospect's questions?

Universal Life Insurance

Check-In



Directions: Read each statement. Then select True or False.

1. First-to-die plans insure only one individual.

True

False

2. Underwriting considerations in a first-to-die plan are influenced by the oldest individual or the individual with the poorest health.

True

False

3. In cases of a common disaster, a second-to-die plan will pay a death benefit for each individual under the plan.

True

False

4. A second-to-die plan insures only two individuals.

True

False

5. Underwriting considerations in a second-to-die plan are influenced by the younger or healthier insured individual.

True

False

6. Of the first-to-die, second-to-die, and graded benefit life insurance plans, the most medical underwriting occurs in the graded benefit plan.

True

False

▶▶ Knowledge Check



Your client wishes to purchase life insurance that guarantees a certain amount of money will be available to pay toward your client's final expenses. Which type of life insurance policy would you recommend—a universal life or a whole life insurance policy? Explain your decision.

Section 2 Self-Quiz

Directions: Check each statement that describes fixed period term life insurance.

- It is set for a fixed number of years.
- Premiums increase over time, as the insured ages.
- The death benefit increases over time.
- The policy can be converted to a permanent life insurance policy.
- The insured must reapply and requalify when the policy expires.

Directions: Check each statement that describes renewable term life insurance.

- It is active for a specified number of years.
- The insured may renew.
- The death benefit increases over time.
- Premiums rise as the insured ages.
- The insured must requalify for renewal.

Directions: Check each statement that describes decreasing term life insurance.

- It is in effect for a fixed number of years.
- Premiums increase over time.
- The death benefit increases over time.
- No death benefit is paid if the insured dies after the term expires.

Section 2: Term and Permanent Life Insurance

Directions: Read each statement. Then select True or False.

1. Permanent life insurance is in effect as long as the premiums are paid.

True

False

2. Term life insurance can generate cash value.

True

False

3. Accelerated death benefits are a feature of term life insurance.

True

False

4. A long-term care rider attached to a permanent life insurance policy can provide benefits to an insured while the insured is living.

True

False

5. Cash value is accessible as a loan with permanent life insurance.

True

False

6. Whole life and universal life insurance policies are types of permanent life insurance.

True

False

7. All whole life insurance policies have a fixed level premium, a fixed death benefit, a guaranteed death benefit, and a cash value.

True

False

Section 2: Term and Permanent Life Insurance

Directions: Use the following terms to fill in the blanks. Some terms may be used more than once. Others may not be used at all.

| | | |
|------------------------|-----------------|-----------------------------|
| all | longer | shorter |
| any time | lower | single premium |
| extended | lump sum | some |
| higher | one-time | whole life insurance |
| limited payment | reduced | |

1. A(n) _____ whole life policy has a(n) _____ pay period and _____ premiums because it is designed for the premiums to be paid during an insured's income earning years. This type of policy has the same characteristics as a whole life insurance policy, but its premiums are at much _____ rates because they are paid in _____ amounts of time.
2. A(n) _____ whole life insurance policy is designed so that the premium is paid in a(n) _____ payment. This is for an insured who has a(n) _____ available to pay _____ of the premium up front. This policy has all of the same characteristics as a(n) _____ policy.

Section 2: Term and Permanent Life Insurance

Directions: Read and respond to each item.

1. Explain the annual cash value growth of a whole life insurance policy.

2. Explain how universal life insurance works differently than whole life insurance in terms of cash value growth.

Section 3: Common Characteristics of Life Insurance Concepts

Premium Payment Options

▶▶ Knowledge Check



A prospect wants to apply for the life insurance you proposed. She asks if it is cheaper to pay the premium with a monthly bank draft or to pay twice a year, like she pays for her auto insurance. Explain which choice you recommend.

Standard Components to a Life Insurance Contract

Check-In



Directions: Write the term that best matches each description.

application

exclusion

policy

provision

rider

- _____ 1. a provision that modifies a policy
- _____ 2. a clause in a policy that describes coverage
- _____ 3. a kind of provision added at the time a policy is issued
- _____ 4. includes definitions
- _____ 5. a statement of information

Check-In



Directions: Read each statement. Then select True or False.

1. An entire contract provision refers to a policy, an attached copy of the original application, and amendments.

True

False

2. In most states, a free-look period spans a period of one calendar week, or seven days, from the time a policy is delivered.

True

False

3. Some states allow a death claim to be challenged more than two years after an insured's death if the insured committed intentional fraud.

True

False

4. Almost half of all states require a policy reinstatement provision.

True

False

Check-In



Directions: Select the term that best completes each sentence.

1. A(n) _____ allows an insurance company to invoke the clause if an insured is killed as a result of war-like action.

**war clause
exclusion**

**cause of death
exclusion**

**flat extra
premium
amendment**

2. This clause is used in place of a cause of death exclusion:

**war clause
exclusion**

**death by suicide
exclusion**

**flat extra
premium
amendment**

3. This clause is usually reserved for an insured who engages in a dangerous job, sport, or other activity. _____

**war clause
exclusion**

**cause of death
exclusion**

**flat extra
premium
amendment**

Check-In



Directions: Match each rider to its description.

| | |
|---|---|
| <p>A. Payor benefit rider</p> | <p>_____ Provides a return of a paid premium if the policy owner outlives the length of a term life insurance policy</p> |
| <p>B. Living benefit rider</p> | <p>_____ Waives future premiums if the payor dies or becomes disabled prior to a juvenile insured reaching a specific age</p> |
| <p>C. Accidental death benefit rider</p> | <p>_____ Allows for the payment of a percentage of a death benefit should the insured be diagnosed with an irreversible or terminal medical condition</p> |
| <p>D. Term rider</p> | <p>_____ Allows a policyholder to convert a term life insurance policy to a permanent life insurance policy</p> |
| <p>E. Return of premium rider</p> | <p>_____ Provides for the payment of a multiple of a policy's face amount in the event of an insured's death resulting from accidental bodily injury</p> |

▶▶ Knowledge Check



A married client has two children. Both children will be enrolled in college in three years. The client is concerned about not having any life insurance other than the coverage provided by his employer. The amount of premium is a significant concern. Explain what type of life insurance coverage you would offer your client.

Taking Payment

Check-In



Directions: Select the term that best completes each sentence.

1. A beneficiary who selects a(n) _____ option receives interest from a death benefit held in an interest-bearing account.

**interest
income**

**fixed
period**

**fixed
amount**

**life
annuity**

2. A beneficiary who selects a(n) _____ option receives guaranteed payments over a lifetime but within a certain period of time.

**interest
income**

**fixed
period**

**fixed
amount**

**life
income
period
certain**

3. A beneficiary who selects a(n) _____ option receives periodic payments over a certain time until funds are exhausted.

**interest
income**

**fixed
period**

**fixed
amount**

**life
annuity**

4. A beneficiary who selects a(n) _____ option receives equal installments until all proceeds are exhausted.

**interest
income**

**fixed
period**

**fixed
amount**

**life
annuity**

▶▶ Knowledge Check



A policy owner wishes to withdraw \$30,000 from her universal life insurance policy. The total premiums currently paid into the policy are \$28,000. The total available cash amount is \$40,000. The policy owner, who is concerned about the income taxes due on the withdrawal, asks if there is a way to withdraw \$30,000 tax free. What answer do you give your client?

Section 3 Self-Quiz

Directions: List four examples of traditional premium payment methods.

1. _____

2. _____

3. _____

4. _____

Directions: Name five components of a life insurance contract.

1. _____

2. _____

3. _____

4. _____

5. _____

Section 3: Common Characteristics of Life Insurance Concepts

Directions: Match each provision to its explanation.

| | |
|--|--|
| <p>A. Entire contract provision</p> | <p>_____ An error of this kind is correctable before and after an insured's death.</p> |
| <p>B. Misstatement of age/sex provision</p> | <p>_____ A policy remains in force for a period of time following late premium payments.</p> |
| <p>C. Right to examine provision</p> | <p>_____ The insurer has a limited time to contest the accuracy of an insured's information.</p> |
| <p>D. Grace period provision</p> | <p>_____ An insurer may deny death benefits.</p> |
| <p>E. Incontestable clause</p> | <p>_____ State law stipulates conditions under which policies can be restored.</p> |
| <p>F. Suicide provision</p> | <p>_____ No agent can waive or amend a complete contract of insurance.</p> |
| <p>G. Reinstatement provision</p> | <p>_____ An insured has time to reject a policy and be reimbursed for premium already paid.</p> |

Directions: Explain the purpose of the flat extra premium amendment.

Section 3: Common Characteristics of Life Insurance Concepts

Directions: Use the following terms to fill in the blanks.

| | | | |
|--------------------------------|--------------------------------|----------------------|---------------------------------------|
| guaranteed insurability | living benefit rider | payor benefit | waiver of premium rider |
| term rider | return of premium rider | family rider | accidental death benefit rider |

1. A(n) _____ allows for the payment of a percentage of the death benefit to the insured in the case of an irreversible medical condition or illness that will result in death.
2. A(n) _____ allows an insured who becomes disabled to suspend premium payment for a period of time or until the insured's death.
3. A(n) _____ provides additional coverage in cases when an insured wants some permanent insurance but cannot afford the full premium for a permanent policy.
4. A(n) _____ attached to a policy on a juvenile waives future premiums until the juvenile reaches a specific age following the death of the person paying for the policy.
5. A(n) _____ provides additional coverage for spouses or children.
6. A(n) _____ provides premium reimbursement if the insured outlives the length of a term policy.
7. A(n) _____ gives an insured the right to purchase more insurance at specific future intervals, regardless of insurability.
8. A(n) _____ provides for the payment of a multiple of a policy's face amount in cases where an accidental bodily injury results in the insured's death.

Section 3: Common Characteristics of Life Insurance Concepts

Directions: List five death benefit settlement options.

1. _____
2. _____
3. _____
4. _____
5. _____

Directions: Read each statement. Select True or False.

1. Under IRS section 264, life insurance premiums for individual policies are tax-deductible.

True

False

2. Under IRS section 101, if an insured is also the owner of an insurance policy, death benefits may be included in the deceased's estate for estate tax calculation.

True

False

3. Under IRS section 101, death benefits payable to a beneficiary are tax free.

True

False

Section 4: Healthcare Policies

Basic Policy Information

Check-In



Directions: Match each policy category to its characteristic.

A. Comprehensive Medical Policy

B. Short-term Medical Policy

C. Critical Illness Policy

- _____ 1. coverage is usually limited to emergency services, hospitalization, diagnostic tests, and follow-up care
- _____ 2. combines basic and major medical coverage
- _____ 3. may require diagnosis or confirmation from a specialist to be triggered
- _____ 4. a temporary policy that bridges coverage gaps during times of transition
- _____ 5. may provide lump sum payments to policy owners or pay health care providers directly
- _____ 6. commonly provides for inpatient care, surgical expenses, physician expenses, and prescriptions
- _____ 7. does not meet the minimum essential coverage requirements under the ACA
- _____ 8. may require an insured to remain alive for a specified number of days

Check-In



Directions: Read each clue. Then select the term that matches the clue.

1. This department establishes rating rules for insurance companies.

**Department
of Labor**

**Department
of Health and
Human Services**

**Internal
Revenue
Service**

2. This department establishes essential benefits and minimum coverage requirements.

**Department
of Labor**

**Department
of Health and
Human Services**

**Internal
Revenue
Service**

3. This department takes responsibility for ACA compliance.

**Department
of Labor**

**Department
of Health and
Human Services**

**Internal
Revenue
Service**

4. This department addresses subsidies, penalties, and tax provisions.

**Department
of Labor**

**Department
of Health and
Human Services**

**Internal
Revenue
Service**

5. This law sets minimum standards for most voluntarily established pension and health plans offered by private sector employers.

ERISA

ACA

COBRA

Check-In



Directions: Read each statement. Then select True or False.

1. The ACA prohibited insurers from imposing ANY preexisting condition exclusions in health insurance contracts.

True

False

2. Health insurance carriers that participate in ACA health insurance plans may not use any insured person's medical history or any criteria such as tobacco use or residential location in their rate calculations.

True

False

3. Gender can be used in rate calculations.

True

False

4. Under the ACA, coverage can have no restrictions on annual or lifetime limits.

True

False

5. Provided plans must be available on a guaranteed issue basis.

True

False

Check-In



Directions: Match each provision category to its characteristic.

A. Minimum essential coverage (MEC)

B. Minimum value (MV) requirement

- _____ 1. a standard of minimum coverage
- _____ 2. employer responsibilities apply to all ALEs
- _____ 3. employers have at least 50 full-time employees or combination of part-time employees
- _____ 4. plan must pay at least 60% of the total costs of medical services for a “standard population”
- _____ 5. mandates coverage for dependents under age 26
- _____ 6. plan must be deemed affordable
- _____ 7. In 2022, a plan can not exceed 9.61% of an employee’s W-2, Box 1, wages.



Knowledge Check



While unlimited annual and lifetime maximum benefits were popular changes to health care brought about by the ACA, what major underwriting consideration was eliminated?

Systems, Provisions, and Features

Check-In



Directions: Read each statement. Then select True or False.

1. Health care plans usually require employers to contribute toward their employees' premiums.

True

False

2. Employees who "opt-out" of employer-sponsored health care have medical coverage from a different source or are seasonal workers.

True

False

3. Employers of 50 or more full-time employees are responsible for paying 100% of their employees' dependents' premiums.

True

False

4. Employees are eligible for medical coverage beginning on the first day of employment.

True

False

5. Ordinarily, 75% of employees represent a minimum level of employee participation in a group medical plan.

True

False

Check-In



Directions: Write the term that matches each definition.

pre-admission testing

pre-admission review

second surgical opinion

- | | | |
|-------|-----------|--|
| <hr/> | 1. | an assessment of an insured's needs before the insured is admitted for inpatient care |
| <hr/> | 2. | a second evaluation of an insured's health problem and treatment plan |
| <hr/> | 3. | procedures used for diagnostic purposes before an outpatient is admitted to a hospital |

▶▶ Knowledge Check



A health care plan participant discovers that his group plan covers acupuncture, but the participant does not believe that the procedure provides any medical benefits. The participant approaches his employer to ask that the coverage be removed from the health care plan and for the participant to receive a premium reduction. How should the health care plan administrator respond?

Benefit Payment Provisions

▶▶ Knowledge Check



An individual's health plan has an in-hospital coinsurance ratio of 80/20 for covered expenses. The individual does not understand why the hospital's parking garage cost that was added to his bill was not paid by the insurance company. How would you explain this unpaid charge to the individual?

Section 4 Self-Quiz

Directions: Check each true statement.

- A comprehensive medical policy combines basic and major medical coverage.
- Insureds bear more financial responsibility for health care through higher deductibles and copays.
- COBRA works as a short-term medical policy that bridges gaps in coverage during times such as retirement that precedes Medicare eligibility.
- Coverage under the terms of a short-term medical policy are comprehensive.
- A short-term medical policy is intended to cover critical illnesses, such as cancer or stroke.
- Critical illness policies pay lump sum cash benefits to policy owners or make direct payments to health care providers.

Directions: Check each statement that describes an aim of the ACA.

- To provide easy and universal access to health care
- To improve the overall quality of health care in the U.S.
- To educate consumers as to available health care choices
- To assist federal-level departments in their oversight
- To provide credits to moderate and low income individuals who don't qualify for Medicaid
- To help control health care costs
- To establish minimum coverage requirements
- To establish regulations for the private insurance industry
- To expand Medicaid
- To encourage employers to offer health insurance

Section 4: Healthcare Policies

Directions: Use the following terms to fill in the blanks.

| | | | |
|----------------------------------|-------------------------------|--|-----------------------------|
| age | claims experience | individual | residential location |
| annual or lifetime limits | gender | medical history | size |
| average age | guaranteed issue basis | preexisting condition limitations | tobacco usage |
| canceled | group | premiums | |

1. Health insurance carriers that participate in ACA health insurance plans may not use any insured person's _____ in the rate calculation for any _____ or group health insurance contract. Nor can _____ be used in rate calculations. The only criteria that may be used in rate calculation for ACA plans are _____, family composition, _____, and _____.
2. Under the ACA, a plan can have no _____, and coverage cannot have any restrictions on _____.
3. The cost of _____ medical policies is determined by coverage, group _____, geographic location, _____, and _____.
4. Any provided plan must be made available on a(n) _____. Although a policy may not be _____ on the renewal date, the _____ may be increased.

Section 4: Healthcare Policies

Directions: Read each direction and respond.

1. Define the term *affordability* in regards to affordable health plans.

2. Explain two things a health plan must do to meet the minimum value requirement.

3. List three of the ten service categories the federal HealthCare.gov website deems essential.

Directions: Match each metal tier to one of its characteristics.

| | |
|--------------------|--|
| A. Bronze | _____ Yearly deductibles are usually lower than those of other plans. |
| B. Silver | _____ High monthly premium, but low costs when care is necessary |
| C. Gold | _____ Highest monthly premium, but lowest costs when care is necessary |
| D. Platinum | _____ Lowest monthly premium, but highest costs when care is necessary |

Section 5: Federal Regulation and Consumer-Driven Health Plans

Federal Regulations

Check-In



Directions: Select the term that best completes each sentence.

1. COBRA allows for the continuation of health insurance coverage at a covered person's expense for _____ for a spouse and dependents after an employee becomes eligible for Medicare.

24 months

36 months

48 months

2. Under the terms of COBRA, an employer or administrator may collect up to _____ of the cost of coverage for an employee.

98%

100%

102%

3. Participants have the right to sue for _____ and breaches of fiduciary duty.

exemption

benefits

Social Security disability

Check-In



Directions: Read each statement. Then select True or False.

1. Under the HIPAA, the Privacy Rule addresses how organizations manage individuals' private health information (PHI).

True

False

2. The right to privacy relates to how an individual's personal health information is used.

True

False

3. PHI includes medical history and information gained during an individual's application for life insurance.

True

False

4. Employers are required to discuss the potential dangers of a privacy breach with their employees.

True

False

Check-In



Directions: The following statements relate to the Family and Medical Leave Act of 1993 (FMLA). Write the term that best completes each statement.

| | | |
|-------------------|---------------------|-----------------|
| continuous | covered | eligible |
| exigency | intermittent | unpaid |

- Under the FMLA, _____ employers generally have 50 or more employees.
- Generally speaking, employees are _____ for the FMLA if they have worked for a covered employer for at least one year.
- The FMLA grants eligible employees up to 12 work-weeks of _____, job-protected leave during any 12-month period.
- Birth and bonding leave must be taken as a(n) _____ block of leave unless the employer allows _____ leave.
- An example of a qualifying _____ is the deployment of an employee's spouse, child, or parent with the armed forces.

▶▶ Knowledge Check



Ms. Smith is leaving her employer and has been informed that under the terms of the federal law known as COBRA, her group health insurance may be continued for up to 18 months after her employment termination date. Ms. Smith does not understand why she will be paying so much more in premium than when she was employed. How will you explain the increased cost to Ms. Smith?

Health Plans

Check-In



Directions: Read each statement. Then select True or False.

1. The term, "Cafeteria Plan," is another name for a Flexible Spending Account.

True

False

2. An employee with a health care FSA is permitted to withdraw funds from a FSA to cover the cost of any medical expense.

True

False

3. An employee's salary reduction agreement means that funds in a FSA account are subject to income and Social Security taxes.

True

False

4. Since the passage of the CARES Act, over-the-counter (OTC) drugs are now approved QMEs.

True

False

5. The IRS permits individuals to carry over up to \$550 from one enrollment period to another, if the employer has amended her/his plan.

True

False

Check-In



Directions: Match the letter of each category to its corresponding characteristics. Some characteristics belong to both categories.

A. Health Reimbursement Arrangements (HRAs)

B. Health Savings Accounts (HSAs)

- _____ 1. These funds are controlled and owned by an eligible account holder.
- _____ 2. This allows employers to pay medical expenses on behalf of employees.
- _____ 3. This arrangement pays for unreimbursed health care expenses.
- _____ 4. For an employer, payments are considered ordinary business expenses.
- _____ 5. This accumulates tax-deferred interest similar to an IRA.
- _____ 6. Participants can choose their own medical care providers.
- _____ 7. Employees are not required to report plan reimbursements as income.
- _____ 8. This plan cannot duplicate a payment if a qualified medical expense (QME) is covered by an insurance contract.

Check-In



Directions: Check each true statement.

- Anyone can contribute to a HSA.
- The same tax treatments apply to all HSA contributors.
- HSA contributions are tax deductible for employers.
- Individuals' HSA contributions do not have to be itemized to be tax deductible.
- HSA distributions apply to QMEs incurred after a HSA is established.
- If a HSA holder dies and the account transfers to a spouse, the transfer has tax or penalty implications.

▶▶ Knowledge Check



Explain why it would be an advantage to an employer to make a Health Savings Account available to all employees and to contribute \$500 to each employee's account.

Section 5 Self-Quiz

Directions: Use the following terms to fill in the blanks. Some terms may be used more than once. Not all terms will be used.

| | | | | |
|---------------------|--------------------|------------------|-----------|------------|
| COBRA | group | temporary | 15 | 100 |
| continuation | liberal | voluntary | 20 | 102 |
| divorce | restrictive | work | | |

- The Consolidated Omnibus Budget Reconciliation Act (_____) gives workers and their families the right to choose to continue _____ health benefits provided by their _____ health plan for limited periods of time under certain circumstances, such as _____ or involuntary job loss, reduction in _____ hours, and transition between certain life events, such as _____. Qualified individuals may be required to pay the entire premium for coverage plus an administrative fee for a cost of _____ percent of the cost of the plan.
- COBRA generally requires that group health plans provided by employers with _____ or more employees offer employees and their families _____ extension of health coverage, or _____ coverage, in certain instances where coverage under the plan would otherwise end.
- Some states have their own versions of COBRA. The federal government allows state plans to be more _____ but not more _____ than federal COBRA.

Section 5: Federal Regulation and Consumer-Driven Health Plans

Directions: Write the number of months that COBRA allows for the continuation of health insurance coverage at a covered person's expense:

| | | | |
|----|----|----|----|
| 10 | 12 | 25 | 36 |
| 32 | 18 | 29 | 44 |

1. _____ months for separation of service
2. _____ months for a spouse or family due to an employee's death or due to divorce or legal separation from the employee
3. _____ months if Social Security disability applies (in some situations)
4. _____ months for a spouse and dependents after the date an employee becomes entitled to Medicare

Directions: Check each reason an eligible employee would have access to leave under the terms of the Family and Medical Leave Act of 1993.

- for the adoption of a child
- for the birth and care of a newborn child
- for the placement of a child in foster care
- for coverage in a period of transition after a divorce or legal separation
- to deal with a serious health condition
- for coverage following involuntary job loss
- to provide care for an immediate family member suffering from a serious health condition
- to care for an Armed Forces service member with a serious injury or illness

Section 5: Federal Regulation and Consumer-Driven Health Plans

Directions: Match each health plan to one of its characteristics.

| | |
|---|---|
| <p>A. Holders can set aside tax-deductible contributions.</p> <p>B. Holders can use funds to reimburse the cost of over-the-counter and prescription drugs.</p> <p>C. Employers may contribute to the account.</p> | <p>Health Savings Account (HSA)</p> |
| <p>D. Holders may choose their own medical care providers.</p> <p>E. Employers set aside funds for their employees to use on a nondiscriminatory basis.</p> <p>F. Employers establish plans to pay or reimburse employees for qualified medical expenses (QMEs).</p> | <p>General Purpose Health Care Flexible Spending Account</p> |
| <p>G. Holders can have aggregate or embedded deductibles.</p> <p>H. Holders can use funds for qualifying dental and vision expenses.</p> <p>I. Holder agrees to a salary reduction plan to fund the account.</p> | <p>Limited Purpose Health Care Flexible Spending Account</p> |
| <p>J. Holders can carry over up to \$550 from one year to the next.</p> <p>K. Employers treat benefit payments as ordinary business expenses.</p> | <p>Health Reimbursement Arrangement (HRA)</p> |

Section 6: Medicare

The Medicare Policy

Check-In



Directions: Write the number or term that completes each statement.

| | | | |
|------------------------|--------------------------|---------------------------------|-----------|
| 3 | 6 | 20 | 60 |
| benefit periods | personal services | skilled nursing facility | |

- In Part A, there is no limit to the number of _____.
- A benefit period lasts _____ consecutive days.
- Inpatient status begins in a(n) _____ when an individual is admitted to the facility based on a doctor's orders and after being hospitalized for a related illness or injury for a minimum of three days.
- In a skilled nursing facility, a patient pays nothing for the first _____ days.
- Medicare home health care does not pay for _____ unrelated to skilled care.
- Medicare covers hospice care if a patient is expected to live less than _____ months.
- Under Medicare, an insured pays 100% of the cost of the first _____ pints of blood.

Check-In



Directions: Read each statement. Then select True or False.

1. Medicare Part B covers costs associated with home health care.

True

False

2. No deductibles are attached to Medicare Part B plans.

True

False

3. Enrollees in Medicare Part B have yearly limits on out-of-pocket expenses.

True

False

4. If health care providers accept Medicare, all preventive services are covered under the Part B plan.

True

False

Check-In



Directions: Write the term that completes each statement.

| | | | | |
|----------|-------------|----------|----------|--------|
| benefits | formularies | networks | premiums | refuse |
|----------|-------------|----------|----------|--------|

1. Enrollees in Medicare Advantage Plans must pay _____.
2. PPO Plans usually offer more _____ than Original Medicare.
3. Enrollees in PPO and HMO Plans are usually required to receive services from health care providers in the plans' _____.
4. Under PFFS Plans, health care providers may _____ to treat patients at any time.
5. Lists of brand-name and generic drugs are called _____.

Check-In



Directions: Check each out-of-pocket cost that counts toward reaching the end of a coverage gap.

- the yearly drug plan premium
- the costs of drugs not covered by the plan
- an individual's yearly deductible
- discounts on covered brand-name drugs

▶▶ **Knowledge Check**



Mr. Thomas is one of your clients. He asks if coverage under Medicare Part A includes long-term care in a Medicare-approved skilled nursing facility. How will you answer Mr. Thomas' question?

Medicare Supplement Policies

▶▶ **Knowledge Check**



In a conversation with your client, Mr. Lowell, he asks if a Medigap Plan G provided by the Blue Cross Blue Shield company is the same as Plan G from the United Healthcare company. How will you answer Mr. Lowell's question?

Section 6 Self-Quiz

Directions: Read each statement. Then select True or False.

A 65-year-old person is eligible for full Medicare benefits if:

1. She is a U.S. citizen.

True

False

2. He has worked a sufficient period of time to be eligible for Social Security benefits.

True

False

3. She has lived in the U.S. for at least five years as a legal resident.

True

False

4. His spouse is eligible for railroad retirement benefits.

True

False

5. She paid no Social Security or Medicare payroll taxes but worked for a specific time for the government.

True

False

Directions: Check each true statement about people's eligibility for Medicare benefits if they are under the age of 65.

- They may qualify on the work record of a divorced spouse.
- They qualify if they have permanent kidney failure, regardless of whether their spouses have paid Social Security for a certain length of time.
- They have Lou Gehrig's disease.

Section 6: Medicare

Directions: Read each statement. Then select True or False.

Under Medicare Part A,

1. A hospitalized patient pays a deductible and daily coinsurance for the first 60 days.

True

False

2. A patient is limited to 90 days in a lifetime for inpatient psychiatric care in a freestanding psychiatric hospital.

True

False

3. Coverage for some medically necessary services and supplies kicks in after a patient is admitted to a hospital for three days, including the day of discharge.

True

False

4. Covered skilled nursing care must be for the same condition that caused a patient's hospitalization.

True

False

5. A patient receiving approved care in a skilled nursing facility pays nothing for the first 20 days of care in a benefit period.

True

False

6. "Intermittent" care refers to home health care during a 60-day episode of care.

True

False

7. The insured pays 50% of the cost of the first three pints of blood administered in a transfusion.

True

False

Section 6: Medicare

Directions: Use the following percentages and terms to fill in the blanks. Some terms may be used more than once. Others will not be used at all.

| | | | | |
|-------------------|----------------------|------------------------|-------------------|------------|
| all costs | home health | nothing | preventive | 65% |
| both | Medicare | no yearly limit | 20% | |
| deductible | mental health | outpatient care | 50% | |

- The optional Medicare Part B helps cover medically necessary doctors' services, _____, _____ services, durable medical equipment, _____ services, and other medical services. It also covers many _____ services.
- If the Part B deductible applies, an individual pays _____ (up to the _____-approved amount) until the yearly Part B _____ is met. At that point, _____ begins to pay its share and the individual typically pays _____ of the Medicare-approved amount of the service (if the doctor or other health-care provider accepts Medicare). There is _____ for out-of-pocket expenses.
- With Part B, individuals pay _____ for most covered preventive services if those services are provided by doctors or other qualified health-care providers who accept Medicare. However, for some _____ services, individuals may have to pay a deductible, coinsurance, or _____.

Directions: Check each true statement about PPO plans.

- They are offered by private insurance companies.
- Participants must receive referrals from primary care physicians before being permitted to see other providers.
- Participants pay less if they receive care from in-network providers.
- Participants must receive approval prior to receiving health-care services.
- Participants receive more benefits than those in Original Medicare, but the insured may have to pay more for those benefits.
- Plans are restricted to individuals with specific diseases.

Section 6: Medicare

Directions: Provide a response to each question.

1. What coverage does Medicare Part D provide?

2. What is the coverage gap, or “donut hole”?

3. What is the purpose of a Medigap policy?

Answer Key

Section 1: Introduction to Life Insurance

Basic Life Insurance Contract Concepts

Check-In



Directions: Write the term that matches each definition.

| | | | |
|----------|-------------------|---------|---------------|
| assignee | beneficiary | insured | premium payor |
| assignor | insurance company | owner | |

- insured 1. the person or entity whose life is insured
- assignor 2. the policy owner who transfers the benefits as collateral, ensuring the payment of a debt
- beneficiary 3. the individual or entity identified in a life insurance policy as the recipient of the death benefit
- owner 4. the individual, business, or trust that controls a life insurance policy
- premium payor 5. the person or entity who pays the premium that keeps a life insurance policy in force
- assignee 6. the individual or entity to whom the title, rights, and benefits under a life insurance policy are assigned and who is also the beneficiary
- insurance company 7. the insurer that evaluates an applicant for life insurance and makes or declines to make an offer of insurance

Check-In



Directions: Read each statement. Then select True or False.

1. Risk is assessed on both medical and non-medical factors.

True

False

2. Underwriters consider matters such as applicants' driving records, criminal records, and credit standing.

True

False

3. Some states allow incomplete or unsigned applications to be processed and then completed at a later date.

True

False

An incomplete or unsigned application is unacceptable.

4. Clients must grant permission in writing for their medical histories to be accessed by underwriters.

True

False

Check-In



Directions: Select the term that completes each sentence.

1. A(n) survivorship clause stipulates that if the insured and the insured's primary beneficiary die at the same time, benefits skip the primary beneficiary and are paid to the contingent beneficiary.

survivorship

irrevocable

premium payor

2. A policy owner may change a(n) revocable beneficiary at any time.

contingent

revocable

irrevocable

3. The primary beneficiary is always the first in line for a death benefit.

**primary
beneficiary**

**premium
payor**

**contingent
beneficiary**

4. A revocable beneficiary has no guaranteed rights to receive a death benefit upon the death of a policy owner.

**contingent
beneficiary**

**premium
payor**

**revocable
beneficiary**

5. A policy owner cannot remove a(n) irrevocable beneficiary from a life insurance policy without that individual's/entity's consent.

assignor

**contingent
beneficiary**

**irrevocable
beneficiary**

▶▶ Knowledge Check



If a survivorship clause is used when paying a death claim, which beneficiary receives the death benefit? Explain why.

Sample Answer:

Both the primary beneficiary and the insured would have died at the same time. The survivorship clause assumes that the primary beneficiary predeceases the insured. Under these circumstances, the contingent beneficiary receives the death benefit.

The Application Process

Check-In



Directions: Read each statement. Then select True or False.

1. A policy constitutes a complete contract.

True

False

An application, plus a policy, plus riders constitute a complete contract.

2. Riders may amend policy coverage.

True

False

3. A conditional receipt can provide temporary life insurance coverage until the insurance company has issued a policy.

True

False

4. Underwriting addresses the determination of risk.

True

False

Check-In



Directions: Match each rate to its explanation.

A. preferred rate

B. standard rate

C. substandard rate

- B 1. the rate common to most individuals seeking life insurance policies
- A 2. the rate associated with excellent health
- C 3. the rate that goes into effect when individuals seeking life insurance policies are deemed ineligible for standard rates



Knowledge Check



What factors make up the basis for determining whether an insured is offered a preferred rate, standard rate, or substandard rate for life insurance?

Sample Answer:

Health, occupation, avocation, and personal data including family history

Section 1 Self-Quiz

Directions: List the parties involved in a life insurance contract.

1. owner
2. insured
3. premium payor
4. beneficiary
5. assignee
6. insurance company

Directions: Match each description to the appropriate term.

| | |
|------------------------------------|--|
| A. insurable interest | <u>H</u> An individual/entity to whom the title, rights, and benefits under a life insurance policy are assigned and who is also a beneficiary |
| B. absolute assignment of benefits | <u>G</u> The recipient of benefits if the first recipient dies before or at the same time as the insured |
| C. the insured | <u>I</u> The owner of a life insurance policy who transfers policy benefits as collateral |
| D. irrevocable beneficiary | <u>E</u> The individual/entity who pays the policy premium |
| E. premium payor | <u>B</u> A policy is transferred to another party without any terms or conditions |
| F. primary beneficiary | <u>A</u> When a person or entity derives a financial benefit from an insured's continued survival |
| G. contingent beneficiary | <u>J</u> Explains the terms and conditions under which insurance applies |
| H. assignee | <u>F</u> The first recipient of benefits after the death of an insured |
| I. assignor | <u>C</u> The person/entity whose life is insured |
| J. policy | <u>D</u> A beneficiary that cannot be removed from a policy without consent |

Section 1: Introduction to Life Insurance

Directions: List six actions a policy owner has the power to take (with possible exceptions):

1. name beneficiaries
2. change the policy
3. control cash values
4. select dividend options
5. select settlement options
6. assign or change policy ownership

Directions: Read each statement. Then select True or False.

1. An individual's hobbies are a consideration in the rate classification for a life insurance policy.

True

False

2. A life insurance contract always has an application and the policy.

True

False

3. An applicant's credit history is a non-medical consideration when determining risk.

True

False

4. Most individuals seeking life insurance policies receive a preferred rating.

True

False

Most have a standard rating.

5. Individuals who fall into the decline coverage category generally have high-risk health conditions.

True

False

Section 2: Term and Permanent Life Insurance

Term Life Insurance

Check-In



Directions: Match each term to its explanation.

**Fixed Period
Level Term**

**Renewable
Term**

**Decreasing
Term**

- C 1. The death benefit decreases over the policy period, reaching zero at the end.
- B 2. An insured chooses to renew a policy for a specified period of time.
- A 3. The death benefit and premium remain level.

▶▶ Knowledge Check



A prospect has three children, ages 9, 12, and 18. The prospect is concerned that costs for the children's education will not be paid if the prospect dies prior to all three children completing four years of college. The prospect is also concerned about insurance costs. What product would you suggest and why?

Sample Answer:

The product offering should be decreasing term insurance for 15 years. The premium would be lower than level term insurance and coverage could be structured to meet the projected need as children graduate.

Permanent Life Insurance

Check-In



Directions: Select the term that best completes each sentence.

1. Permanent life insurance is in effect as long as premiums are paid.

death benefits

premiums

partial surrenders

2. Permanent life insurance can generate cash value with a favorable tax treatment.

renewable
death
benefits

disability
income
payments

cash
value

3. Two types of permanent life insurance policies are whole life and universal life.

variable

universal

guaranteed

▶▶ Knowledge Check



A client is concerned that by making his grown children beneficiaries of his and his spouse's permanent life insurance policies, the children could have a large income tax liability upon receipt of the death proceeds. How could you respond to your client's concern?

Sample Answer:

There is no tax liability on the death proceeds, as the premiums were not income tax deductible expenses.

Whole Life Insurance

Check-In



Directions: Choose the term that best completes each sentence. Write the term on the line.

| | | |
|-----------------------|------------------------|-----------------------|
| guarantees | limited payment | permanent life |
| single premium | straight life | |

- Whole life insurance is a type of permanent life insurance.
- Whole life insurance is characterized by guarantees such as fixed premiums.
- Whole life insurance is also called straight life insurance.
- A shorter pay period and higher premiums are associated with a limited payment whole life policy.
- In a single premium life policy, the premium is paid in a one-time payment.

Check-In



Directions: Match each term to its explanation.

A. cash surrender

B. reduced paid-up insurance

C. extended term life insurance

 C 1. The ability to relinquish cash value in exchange for a term life insurance policy at the original face amount

 A 2. The surrender of a policy for its guaranteed cash value

 B 3. The ability to relinquish a policy's cash value to receive a paid-up, reduced face amount whole life policy

▶▶ Knowledge Check



A prospect asks two questions. First, what can be done with the cash value of a whole life insurance policy? Second, when does she have to pay tax on any interest earned? How would you respond to this prospect's questions?

Sample Answer:

The cash value of a whole life policy accrues interest tax-deferred. No taxes are due unless the policy is surrendered. The owner may borrow the cash value with no tax liability. And she may stop paying premiums and surrender the policy for the cash value and pay tax on the excess amount of cash over the premium paid. She may use the cash value to purchase a reduced face amount paid-up policy or use the cash value to purchase an extended term policy for the full face amount of the original life insurance policy.

Universal Life Insurance

Check-In



Directions: Read each statement. Then select True or False.

1. First-to-die plans insure only one individual.

True

False

First-to-die plans insure multiple individuals.

2. Underwriting considerations in a first-to-die plan are influenced by the oldest individual or the individual with the poorest health.

True

False

3. In cases of a common disaster, a second-to-die plan will pay a death benefit for each individual under the plan.

True

False

A second-to-die plan pays one death benefit after both insureds have passed away.

4. A second-to-die plan insures only two individuals.

True

False

5. Underwriting considerations in a second-to-die plan are influenced by the younger or healthier insured individual.

True

False

6. Of the first-to-die, second-to-die, and graded benefit life insurance plans, the most medical underwriting occurs in the graded benefit plan.

True

False

Medical underwriting may be minimal in a graded benefit plan.

▶▶ Knowledge Check



Your client wishes to purchase life insurance that guarantees a certain amount of money will be available to pay toward your client's final expenses. Which type of life insurance policy would you recommend—a universal life or a whole life insurance policy? Explain your decision.

Sample Answer:

A whole life insurance policy would be a better recommendation because the policy is guaranteed to provide a death benefit no matter when death occurs, as long as premiums are paid.

Section 2 Self-Quiz

Directions: Check each statement that describes fixed period term life insurance.

- It is set for a fixed number of years.
- Premiums increase over time, as the insured ages.
- The death benefit increases over time.
- The policy can be converted to a permanent life insurance policy.
- The insured must reapply and requalify when the policy expires.

Directions: Check each statement that describes renewable term life insurance.

- It is active for a specified number of years.
- The insured may renew.
- The death benefit increases over time.
- Premiums rise as the insured ages.
- The insured must requalify for renewal.

Directions: Check each statement that describes decreasing term life insurance.

- It is in effect for a fixed number of years.
- Premiums increase over time.
- The death benefit increases over time.
- No death benefit is paid if the insured dies after the term expires.

Section 2: Term and Permanent Life Insurance

Directions: Read each statement. Then select True or False.

1. Permanent life insurance is in effect as long as the premiums are paid.

True

False

2. Term life insurance can generate cash value.

True

False

Permanent life insurance can generate cash value.

3. Accelerated death benefits are a feature of term life insurance.

True

False

Accelerated death benefits are a feature of permanent life insurance.

4. A long-term care rider attached to a permanent life insurance policy can provide benefits to an insured while the insured is living.

True

False

5. Cash value is accessible as a loan with permanent life insurance.

True

False

6. Whole life and universal life insurance policies are types of permanent life insurance.

True

False

7. All whole life insurance policies have a fixed level premium, a fixed death benefit, a guaranteed death benefit, and a cash value.

True

False

Section 2: Term and Permanent Life Insurance

Directions: Use the following terms to fill in the blanks. Some terms may be used more than once. Others may not be used at all.

| | | |
|------------------------|-----------------|-----------------------------|
| all | longer | shorter |
| any time | lower | single premium |
| extended | lump sum | some |
| higher | one-time | whole life insurance |
| limited payment | reduced | |

1. A(n) limited payment whole life policy has a(n) shorter pay period and higher premiums because it is designed for the premiums to be paid during an insured's income earning years. This type of policy has the same characteristics as a whole life insurance policy, but its premiums are at much higher rates because they are paid in reduced amounts of time.
2. A single premium whole life insurance policy is designed so that the premium is paid in a(n) one-time payment. This is for an insured who has a lump sum available to pay all of the premium up front. This policy has all of the same characteristics as a(n) whole life insurance policy.

Section 2: Term and Permanent Life Insurance

Directions: Read and respond to each item.

1. Explain the annual cash value growth of a whole life insurance policy.

Sample Answer:

Annual cash value growth will equal or exceed the annual premium in the 10th or 20th year of the contract. The insurance company recovers initial expenses early in the policy period. Then, over time, the power of compounding interest and deferred taxation enables faster growth of the policy's cash value.

2. Explain how universal life insurance works differently than whole life insurance in terms of cash value growth.

Sample Answer:

The premium is paid into the policy account. Administrative expenses related to issuing and maintaining the contract are deducted from the premium. The insurer deposits the remainder of the premium into a cash value account that earns interest. There is a guaranteed interest rate and an insurance company declared rate, which may be higher than the guaranteed rate.

Section 3: Common Characteristics of Life Insurance Concepts

Premium Payment Options

▶▶ Knowledge Check



A prospect wants to apply for the life insurance you proposed. She asks if it is cheaper to pay the premium with a monthly bank draft or to pay twice a year, like she pays for her auto insurance. Explain which choice you recommend.

Sample Answer:

Pay a monthly bank draft, because it is cheaper.

Standard Components to a Life Insurance Contract

Check-In



Directions: Write the term that best matches each description.

- | application | exclusion | policy |
|--------------------|-----------|--|
| provision | rider | |
| <u>rider</u> | 1. | a provision that modifies a policy |
| <u>provision</u> | 2. | a clause in a policy that describes coverage |
| <u>exclusion</u> | 3. | a kind of provision added at the time a policy is issued |
| <u>policy</u> | 4. | includes definitions |
| <u>application</u> | 5. | a statement of information |

Check-In



Directions: Read each statement. Then select True or False.

1. An entire contract provision refers to a policy, an attached copy of the original application, and amendments.

True

False

2. In most states, a free-look period spans a period of one calendar week, or seven days, from the time a policy is delivered.

True

False

Most states require a minimum review period of 10 days, beginning on the date the policy is delivered.

3. Some states allow a death claim to be challenged more than two years after an insured's death if the insured committed intentional fraud.

True

False

4. Almost half of all states require a policy reinstatement provision.

True

False

Insurance law in all 50 states requires a policy reinstatement provision.

Check-In



Directions: Select the term that best completes each sentence.

1. A war clause exclusion allows an insurance company to invoke the clause if an insured is killed as a result of war-like action.

war clause
exclusion

cause of death
exclusion

flat extra
premium
amendment

2. This clause is used in place of a cause of death exclusion:

flat extra premium amendment

war clause
exclusion

death by suicide
exclusion

flat extra
premium
amendment

3. This clause is usually reserved for an insured who engages in a dangerous job, sport, or other activity: cause of death exclusion

war clause
exclusion

cause of death
exclusion

flat extra
premium
amendment

Check-In



Directions: Match each rider to its description.

| | |
|--|---|
| A. Payor benefit rider | <u> E </u> Provides a return of a paid premium if the policy owner outlives the length of a term life insurance policy |
| B. Living benefit rider | <u> A </u> Waives future premiums if the payor dies or becomes disabled prior to a juvenile insured reaching a specific age |
| C. Accidental death benefit rider | <u> B </u> Allows for the payment of a percentage of a death benefit should the insured be diagnosed with an irreversible or terminal medical condition |
| D. Term rider | <u> D </u> Allows a policyholder to convert a term life insurance policy to a permanent life insurance policy |
| E. Return of premium rider | <u> C </u> Provides for the payment of a multiple of a policy's face amount in the event of an insured's death resulting from accidental bodily injury |

▶▶ Knowledge Check



A married client has two children. Both children will be enrolled in college in three years. The client is concerned about not having any life insurance other than the coverage provided by his employer. The amount of premium is a significant concern. Explain what type of life insurance coverage you would offer your client.

Sample Answer:

Offer a base policy with a term rider (a 10-year term) to cover the time the children are in college. Also add a waiver of premium rider and an accidental death benefit rider. The cost of these riders is minimal.

Taking Payment

Check-In



Directions: Select the term that best completes each sentence.

1. A beneficiary who selects a(n) interest income option receives interest from a death benefit held in an interest-bearing account.

**interest
income**

**fixed
period**

**fixed
amount**

**life
annuity**

2. A beneficiary who selects a(n) life income period certain option receives guaranteed payments over a lifetime but within a certain period of time.

**interest
income**

**fixed
period**

**fixed
amount**

**life
income
period
certain**

3. A beneficiary who selects a(n) fixed period option receives periodic payments over a certain time until funds are exhausted.

**interest
income**

**fixed
period**

**fixed
amount**

**life
annuity**

4. A beneficiary who selects a(n) fixed amount option receives equal installments until all proceeds are exhausted.

**interest
income**

**fixed
period**

**fixed
amount**

**life
annuity**

▶▶ Knowledge Check



A policy owner wishes to withdraw \$30,000 from her universal life insurance policy. The total premiums currently paid into the policy are \$28,000. The total available cash amount is \$40,000. The policy owner, who is concerned about the income taxes due on the withdrawal, asks if there is a way to withdraw \$30,000 tax free. What answer do you give your client?

Sample Answer:

As the policy owner, your client may borrow the \$30,000, but she must be sure that the interest on the loan is paid. She may also withdraw up to \$28,000 (the amount paid into the policy) and borrow \$2,000 with no tax liability. She must also be sure that the policy doesn't lapse, leading to a lack of funds to pay for mortality and expense charges.

Section 3 Self-Quiz

Directions: List four examples of traditional premium payment methods.

1. monthly
2. quarterly
3. semi-annual
4. annual

Directions: Name five components of a life insurance contract.

1. application
2. policy
3. provisions
4. exclusions
5. riders

Section 3: Common Characteristics of Life Insurance Concepts

Directions: Match each provision to its explanation.

| | |
|--------------------------------------|--|
| A. Entire contract provision | <u> B </u> An error of this kind is correctable before and after an insured's death. |
| B. Misstatement of age/sex provision | <u> D </u> A policy remains in force for a period of time following late premium payments. |
| C. Right to examine provision | <u> E </u> The insurer has a limited time to contest the accuracy of an insured's information. |
| D. Grace period provision | <u> F </u> An insurer may deny death benefits. |
| E. Incontestable clause | <u> G </u> State law stipulates conditions under which policies can be restored. |
| F. Suicide provision | <u> A </u> No agent can waive or amend a complete contract of insurance. |
| G. Reinstatement provision | <u> C </u> An insured has time to reject a policy and be reimbursed for premium already paid. |

Directions: Explain the purpose of the flat extra premium amendment.

Sample Answer:

The flat extra premium amendment is issued in lieu of the cause of death exclusion. Based on the hazardous degree of an insured's job or activity, the amendment allows the insurer to charge an extra premium until the insured changes jobs or stops the activity, when the insured may request that the extra premium be removed.

Section 3: Common Characteristics of Life Insurance Concepts

Directions: Use the following terms to fill in the blanks.

| | | | |
|--------------------------------|--------------------------------|----------------------|---------------------------------------|
| guaranteed insurability | living benefit rider | payor benefit | waiver of premium rider |
| term rider | return of premium rider | family rider | accidental death benefit rider |

1. A(n) living benefit rider allows for the payment of a percentage of the death benefit to the insured in the case of an irreversible medical condition or illness that will result in death.
2. A(n) waiver of premium rider allows an insured who becomes disabled to suspend premium payment for a period of time or until the insured's death.
3. A(n) term rider provides additional coverage in cases when an insured wants some permanent insurance but cannot afford the full premium for a permanent policy.
4. A(n) payor benefit rider attached to a policy on a juvenile waives future premiums until the juvenile reaches a specific age following the death of the person paying for the policy.
5. A(n) family rider provides additional coverage for spouses or children.
6. A(n) return of premium rider provides premium reimbursement if the insured outlives the length of a term policy.
7. A(n) guaranteed insurability rider gives an insured the right to purchase more insurance at specific future intervals, regardless of insurability.
8. A(n) accidental death benefit rider provides for the payment of a multiple of a policy's face amount in cases where an accidental bodily injury results in the insured's death.

Section 3: Common Characteristics of Life Insurance Concepts

Directions: List five death benefit settlement options.

1. Lump sum payment
2. Interest income
3. Fixed period payments
4. Equal installments
5. Life income with a period of time certain

Directions: Read each statement. Select True or False.

1. Under IRS section 264, life insurance premiums for individual policies are tax-deductible.

True

False

Under IRS section 264, life insurance premiums for individual policies are not tax-deductible.

2. Under IRS section 101, if an insured is also the owner of an insurance policy, death benefits may be included in the deceased's estate for estate tax calculation.

True

False

3. Under IRS section 101, death benefits payable to a beneficiary are tax free.

True

False

Section 4: Healthcare Policies

Basic Policy Information

Check-In



Directions: Match each policy category to its characteristic.

- | | | |
|--|-------------------------------------|-----------------------------------|
| A. Comprehensive Medical Policy | B. Short-term Medical Policy | C. Critical Illness Policy |
|--|-------------------------------------|-----------------------------------|

- B 1. coverage is usually limited to emergency services, hospitalization, diagnostic tests, and follow-up care
- A 2. combines basic and major medical coverage
- C 3. may require diagnosis or confirmation from a specialist to be triggered
- B 4. a temporary policy that bridges coverage gaps during times of transition
- C 5. may provide lump sum payments to policy owners or pay health care providers directly
- A 6. commonly provides for inpatient care, surgical expenses, physician expenses, and prescriptions
- B 7. does not meet the minimum essential coverage requirements under the ACA
- C 8. may require an insured to remain alive for a specified number of days

Check-In



Directions: Read each clue. Then select the term that matches the clue.

1. This department establishes rating rules for insurance companies.

Department
of Labor

Department
of Health and
Human Services

Internal
Revenue
Service

2. This department establishes essential benefits and minimum coverage requirements.

Department
of Labor

Department
of Health and
Human Services

Internal
Revenue
Service

3. This department takes responsibility for ACA compliance.

Department
of Labor

Department
of Health and
Human Services

Internal
Revenue
Service

4. This department addresses subsidies, penalties, and tax provisions.

Department
of Labor

Department
of Health and
Human Services

Internal
Revenue
Service

5. This law sets minimum standards for most voluntarily established pension and health plans offered by private sector employers.

ERISA

ACA

COBRA

Check-In



Directions: Read each statement. Then select True or False.

1. The ACA prohibited insurers from imposing ANY preexisting condition exclusions in health insurance contracts.

True

False

2. Health insurance carriers that participate in ACA health insurance plans may not use any insured person's medical history or any criteria such as tobacco use or residential location in their rate calculations.

True

False

The only criteria that may be used in rate calculations for ACA plans are age, family composition, tobacco usage, and residential location.

3. Gender can be used in rate calculations.

True

False

Neither medical history nor gender can be used in the rate calculation for any individual or group health insurance contract.

4. Under the ACA, coverage can have no restrictions on annual or lifetime limits.

True

False

5. Provided plans must be available on a guaranteed issue basis.

True

False

Check-In



Directions: Match each provision category to its characteristic.

A. Minimum essential coverage (MEC)

B. Minimum value (MV) requirement

- B 1. a standard of minimum coverage
- A 2. employer responsibilities apply to all ALEs
- A 3. employers have at least 50 full-time employees or combination of part-time employees
- B 4. plan must pay at least 60% of the total costs of medical services for a “standard population”
- A 5. mandates coverage for dependents under age 26
- B 6. plan must be deemed affordable
- B 7. In 2022, a plan can not exceed 9.61% of an employee’s W-2, Box 1, wages.



Knowledge Check



While unlimited annual and lifetime maximum benefits were popular changes to health care brought about by the ACA, what major underwriting consideration was eliminated?

Sample Answer:

The underwriting consideration of preexisting conditions was eliminated.

Systems, Provisions, and Features

Check-In



Directions: Read each statement. Then select True or False.

1. Health care plans usually require employers to contribute toward their employees' premiums.

True

False

2. Employees who “opt-out” of employer-sponsored health care have medical coverage from a different source or are seasonal workers.

True

False

3. Employers of 50 or more full-time employees are responsible for paying 100% of their employees' dependents' premiums.

True

False

The employee is normally responsible for 100% of their dependents' premiums.

4. Employees are eligible for medical coverage beginning on the first day of employment.

True

False

Employers can impose a waiting period for new employees to be eligible for medical coverage.

5. Ordinarily, 75% of employees represent a minimum level of employee participation in a group medical plan.

True

False

Check-In



Directions: Write the term that matches each definition.

pre-admission testing

pre-admission review

second surgical opinion

- | | | |
|--------------------------------|----|--|
| <u>pre-admission review</u> | 1. | an assessment of an insured's needs before the insured is admitted for inpatient care |
| <u>second surgical opinion</u> | 2. | a second evaluation of an insured's health problem and treatment plan |
| <u>pre-admission testing</u> | 3. | procedures used for diagnostic purposes before an outpatient is admitted to a hospital |



Knowledge Check



A health care plan participant discovers that his group plan covers acupuncture, but the participant does not believe that the procedure provides any medical benefits. The participant approaches his employer to ask that the coverage be removed from the health care plan and for the participant to receive a premium reduction. How should the health care plan administrator respond?

Sample Answer:

Coverage is automatic, meaning the only decision left to the participant is whether or not to participate in the group plan. Only a group plan administrator can change a plan's coverage.

Benefit Payment Provisions

▶▶ Knowledge Check



An individual's health plan has an in-hospital coinsurance ratio of 80/20 for covered expenses. The individual does not understand why the hospital's parking garage cost that was added to his bill was not paid by the insurance company. How would you explain this unpaid charge to the individual?

Sample Answer:

Coinsurance only covers the covered expenses defined in the plan policy, and parking expenses are not defined as covered.

Section 4 Self-Quiz

Directions: Check each true statement.

- A comprehensive medical policy combines basic and major medical coverage.
- Insureds bear more financial responsibility for health care through higher deductibles and copays.
- COBRA works as a short-term medical policy that bridges gaps in coverage during times such as retirement that precedes Medicare eligibility.
- Coverage under the terms of a short-term medical policy are comprehensive.
- A short-term medical policy is intended to cover critical illnesses, such as cancer or stroke.
- Critical illness policies pay lump sum cash benefits to policy owners or make direct payments to health care providers.

Directions: Check each statement that describes an aim of the ACA.

- To provide easy and universal access to health care
- To improve the overall quality of health care in the U.S.
- To educate consumers as to available health care choices
- To assist federal-level departments in their oversight
- To provide credits to moderate and low income individuals who don't qualify for Medicaid
- To help control health care costs
- To establish minimum coverage requirements
- To establish regulations for the private insurance industry
- To expand Medicaid
- To encourage employers to offer health insurance

Section 4: Healthcare Policies

Directions: Use the following terms to fill in the blanks.

| | | | |
|----------------------------------|-------------------------------|--|-----------------------------|
| age | claims experience | individual | residential location |
| annual or lifetime limits | gender | medical history | size |
| average age | guaranteed issue basis | preexisting condition limitations | tobacco usage |
| canceled | group | premiums | |

1. Health insurance carriers that participate in ACA health insurance plans may not use any insured person's medical history in the rate calculation for any individual or group health insurance contract. Nor can gender be used in rate calculations. The only criteria that may be used in rate calculation for ACA plans are age, family composition, tobacco usage, and residential location.
2. Under the ACA, a plan can have no preexisting condition limitations, and coverage cannot have any restrictions on annual or lifetime limits.
3. The cost of group medical policies is determined by coverage, group size, geographic location, average age, and claims experience.
4. Any provided plan must be made available on a(n) guaranteed issue basis. Although a policy may not be canceled on the renewal date, the premiums may be increased.

Section 4: Healthcare Policies

Directions: Read each direction and respond.

1. Define the term *affordability* in regards to affordable health plans.

The term **affordability** refers to the cost of the plan to the employee.

2. Explain two things a health plan must do to meet the minimum value requirement.

It must pay at least 60% of the total costs of medical services for a “standard population.” It must include coverage of physician and inpatient hospital services.

3. List three of the ten service categories the federal HealthCare.gov website deems essential.

Ambulatory patient services; emergency services; hospitalization; pregnancy, maternity, and newborn care; mental health and substance abuse disorder services; prescription drugs; rehabilitative and habilitative services and devices; laboratory services; preventive and wellness services and chronic disease management; pediatric services

Directions: Match each metal tier to one of its characteristics.

| | |
|--------------------|---|
| A. Bronze | <u> B </u> Yearly deductibles are usually lower than those of other plans. |
| B. Silver | <u> C </u> High monthly premium, but low costs when care is necessary |
| C. Gold | <u> D </u> Highest monthly premium, but lowest costs when care is necessary |
| D. Platinum | <u> A </u> Lowest monthly premium, but highest costs when care is necessary |

Section 5: Federal Regulation and Consumer-Driven Health Plans

Federal Regulations

Check-In



Directions: Select the term that best completes each sentence.

1. COBRA allows for the continuation of health insurance coverage at a covered person's expense for 36 months for a spouse and dependents after an employee becomes eligible for Medicare.

24 months

36 months

48 months

2. Under the terms of COBRA, an employer or administrator may collect up to 102% of the cost of coverage for an employee.

98%

100%

102%

3. Participants have the right to sue for benefits and breaches of fiduciary duty.

exemption

benefits

Social Security disability

Check-In



Directions: Read each statement. Then select True or False.

1. Under the HIPAA, the Privacy Rule addresses how organizations manage individuals' private health information (PHI).

True

False

2. The right to privacy relates to how an individual's personal health information is used.

True

False

3. PHI includes medical history and information gained during an individual's application for life insurance.

True

False

4. Employers are required to discuss the potential dangers of a privacy breach with their employees.

True

False

Check-In



Directions: The following statements relate to the Family and Medical Leave Act of 1993 (FMLA). Write the term that best completes each statement.

| | | |
|------------|--------------|----------|
| continuous | covered | eligible |
| exigency | intermittent | unpaid |

1. Under the FMLA, covered employers generally have 50 or more employees.
2. Generally speaking, employees are eligible for the FMLA if they have worked for a covered employer for at least one year.
3. The FMLA grants eligible employees up to 12 work-weeks of unpaid, job-protected leave during any 12-month period.
4. Birth and bonding leave must be taken as a continuous block of leave unless the employer allows intermittent leave.
5. An example of a qualifying exigency is the deployment of an employee's spouse, child, or parent with the armed forces.



Knowledge Check



Ms. Smith is leaving her employer and has been informed that under the terms of the federal law known as COBRA, her group health insurance may be continued for up to 18 months after her employment termination date. Ms. Smith does not understand why she will be paying so much more in premium than when she was employed. How will you explain the increased cost to Ms. Smith?

Sample Answer:

An employee who leaves her/his employment is expected to pay 100% of the premium. When Ms. Smith was employed, her employer paid a percentage of the plan's cost. In addition, a 2% additional administrative fee is added to the premium to pay for additional administrative expenses. The total cost to Ms. Smith is 102%.

Health Plans

Check-In



Directions: Read each statement. Then select True or False.

1. The term, "Cafeteria Plan," is another name for a Flexible Spending Account.

True

False

2. An employee with a health care FSA is permitted to withdraw funds from a FSA to cover the cost of any medical expense.

True

False

Employees may withdraw funds to cover the cost of qualified medical expenses (QMEs) as defined by the IRS.

3. An employee's salary reduction agreement means that funds in a FSA account are subject to income and Social Security taxes.

True

False

The salary reduction agreement means that any funds set aside in a Flexible Spending Account escape both income tax and Social Security tax.

4. Since the passage of the CARES Act, over-the-counter (OTC) drugs are now approved QMEs.

True

False

5. The IRS permits individuals to carry over up to \$550 from one enrollment period to another, if the employer has amended her/his plan.

True

False

Check-In



Directions: Match the letter of each category to its corresponding characteristics. Some characteristics belong to both categories.

A. Health Reimbursement Arrangements (HRAs)

B. Health Savings Accounts (HSAs)

- B** 1. These funds are controlled and owned by an eligible account holder.
- A** 2. This allows employers to pay medical expenses on behalf of employees.
- A** 3. This arrangement pays for unreimbursed health care expenses.
- A** 4. For an employer, payments are considered ordinary business expenses.
- B** 5. This accumulates tax-deferred interest similar to an IRA.
- B** 6. Participants can choose their own medical care providers.
- B** 7. Employees are not required to report plan reimbursements as income.
- B** 8. This plan cannot duplicate a payment if a qualified medical expense (QME) is covered by an insurance contract.

Check-In



Directions: Check each true statement.

- Anyone can contribute to a HSA.
- The same tax treatments apply to all HSA contributors.
- HSA contributions are tax deductible for employers.
- Individuals' HSA contributions do not have to be itemized to be tax deductible.
- HSA distributions apply to QMEs incurred after a HSA is established.
- If a HSA holder dies and the account transfers to a spouse, the transfer has tax or penalty implications.

▶▶ Knowledge Check



Explain why it would be an advantage to an employer to make a Health Savings Account available to all employees and to contribute \$500 to each employee's account.

Sample Answer:

The employer's \$500 contribution to each account is a tax-deductible expense. Plus, a HSA program encourages an employee to be sensitive to personal health care expenditures, given that the employee pays her/his money into the HSA account.

Section 5 Self-Quiz

Directions: Use the following terms to fill in the blanks. Some terms may be used more than once. Not all terms will be used.

| | | | | |
|---------------------|--------------------|------------------|-----------|------------|
| COBRA | group | temporary | 15 | 100 |
| continuation | liberal | voluntary | 20 | 102 |
| divorce | restrictive | work | | |

1. The Consolidated Omnibus Budget Reconciliation Act (**COBRA**) gives workers and their families the right to choose to continue **group** health benefits provided by their **group** health plan for limited periods of time under certain circumstances, such as **voluntary** or involuntary job loss, reduction in **work** hours, and transition between certain life events, such as **divorce**. Qualified individuals may be required to pay the entire premium for coverage plus an administrative fee for a cost of **102** percent of the cost of the plan.
2. COBRA generally requires that group health plans provided by employers with **20** or more employees offer employees and their families **temporary** extension of health coverage, or **continuation** coverage, in certain instances where coverage under the plan would otherwise end.
3. Some states have their own versions of COBRA. The federal government allows state plans to be more **liberal** but not more **restrictive** than federal COBRA.

Section 5: Federal Regulation and Consumer-Driven Health Plans

Directions: Write the number of months that COBRA allows for the continuation of health insurance coverage at a covered person's expense:

| | | | |
|----|----|----|----|
| 10 | 12 | 25 | 36 |
| 32 | 18 | 29 | 44 |

1. 18 months for separation of service
2. 36 months for a spouse or family due to an employee's death or due to divorce or legal separation from the employee
3. 29 months if Social Security disability applies (in some situations)
4. 36 months for a spouse and dependents after the date an employee becomes entitled to Medicare

Directions: Check each reason an eligible employee would have access to leave under the terms of the Family and Medical Leave Act of 1993.

- for the adoption of a child
- for the birth and care of a newborn child
- for the placement of a child in foster care
- for coverage in a period of transition after a divorce or legal separation
- to deal with a serious health condition
- for coverage following involuntary job loss
- to provide care for an immediate family member suffering from a serious health condition
- to care for an Armed Forces service member with a serious injury or illness

Section 5: Federal Regulation and Consumer-Driven Health Plans

Directions: Match each health plan to one of its characteristics.

| | |
|---|--|
| <p>A. Holders can set aside tax-deductible contributions.</p> <p>B. Holders can use funds to reimburse the cost of over-the-counter and prescription drugs.</p> <p>C. Employers may contribute to the account.</p> | <p>Health Savings Account (HSA)</p> <p>A, B, D, G</p> |
| <p>D. Holders may choose their own medical care providers.</p> <p>E. Employers set aside funds for their employees to use on a nondiscriminatory basis.</p> <p>F. Employers establish plans to pay or reimburse employees for qualified medical expenses (QMEs).</p> | <p>General Purpose Health Care Flexible Spending Account</p> <p>B, C, F, J, L</p> |
| <p>G. Holders can have aggregate or embedded deductibles.</p> <p>H. Holders can use funds for qualifying dental and vision expenses.</p> <p>I. Holder agrees to a salary reduction plan to fund the account.</p> | <p>Limited Purpose Health Care Flexible Spending Account</p> <p>H</p> |
| <p>J. Holders can carry over up to \$550 from one year to the next.</p> <p>K. Employers treat benefit payments as ordinary business expenses.</p> | <p>Health Reimbursement Arrangement (HRA)</p> <p>E, K</p> |

Section 6: Medicare

The Medicare Policy

Check-In



Directions: Write the number or term that completes each statement.

| | | | |
|------------------------|--------------------------|---------------------------------|-----------|
| 3 | 6 | 20 | 60 |
| benefit periods | personal services | skilled nursing facility | |

- In Part A, there is no limit to the number of benefit periods.
- A benefit period lasts 60 consecutive days.
- Inpatient status begins in a skilled nursing facility when an individual is admitted to the facility based on a doctor's orders and after being hospitalized for a related illness or injury for a minimum of three days.
- In a skilled nursing facility, a patient pays nothing for the first 20 days.
- Medicare home health care does not pay for personal services unrelated to skilled care.
- Medicare covers hospice care if a patient is expected to live less than 6 months.
- Under Medicare, an insured pays 100% of the cost of the first 3 pints of blood.

Check-In



Directions: Read each statement. Then select True or False.

1. Medicare Part B covers costs associated with home health care.

True

False

2. No deductibles are attached to Medicare Part B plans.

True

False

Part B has a deductible.

3. Enrollees in Medicare Part B have yearly limits on out-of-pocket expenses.

True

False

There is no yearly limit for out-of-pocket expenses.

4. If health care providers accept Medicare, all preventive services are covered under the Part B plan.

True

False

For some preventive services, individuals may have to pay a deductible, coinsurance, or both.

Check-In



Directions: Write the term that completes each statement.

| | | | | |
|----------|-------------|----------|----------|--------|
| benefits | formularies | networks | premiums | refuse |
|----------|-------------|----------|----------|--------|

1. Enrollees in Medicare Advantage Plans must pay premiums.
2. PPO Plans usually offer more benefits than Original Medicare.
3. Enrollees in PPO and HMO Plans are usually required to receive services from health care providers in the plans' networks.
4. Under PFFS Plans, health care providers may refuse to treat patients at any time.
5. Lists of brand-name and generic drugs are called formularies.

Check-In



Directions: Check each out-of-pocket cost that counts toward reaching the end of a coverage gap.

- the yearly drug plan premium
- the costs of drugs not covered by the plan
- an individual's yearly deductible
- discounts on covered brand-name drugs

▶▶ Knowledge Check



Mr. Thomas is one of your clients. He asks if coverage under Medicare Part A includes long-term care in a Medicare-approved skilled nursing facility. How will you answer Mr. Thomas' question?

Sample Answer:

Coverage is provided for a limit of 20 days following a three-day hospital visit. After 20 days, the patient's condition must be improving. Then, rehabilitative care is covered. If the patient's condition is not improving and the patient requires custodial care, coverage ends.

Medicare Supplement Policies

▶▶ Knowledge Check



In a conversation with your client, Mr. Lowell, he asks if a Medigap Plan G provided by the company Blue Cross Blue Shield is the same as Plan G from the company, United Healthcare. How will you answer Mr. Lowell's question?

Sample Answer:

Both companies provide the same Plan G benefits, but the premiums may differ.

Section 6 Self-Quiz

Directions: Read each statement. Then select True or False.

A 65-year-old person is eligible for full Medicare benefits if:

1. She is a U.S. citizen.

True

False

2. He has worked a sufficient period of time to be eligible for Social Security benefits.

True

False

3. She has lived in the U.S. for at least five years as a legal resident.

True

False

4. His spouse is eligible for railroad retirement benefits.

True

False

5. She paid no Social Security or Medicare payroll taxes but worked for a specific time for the government.

True

False

She is required to have paid Medicare payroll taxes while working.

Directions: Check each true statement about people's eligibility for Medicare benefits if they are under the age of 65.

- They may qualify on the work record of a divorced spouse.
- They qualify if they have permanent kidney failure, regardless of whether their spouses have paid Social Security for a certain length of time.
- They have Lou Gehrig's disease.

Section 6: Medicare

Directions: Read each statement. Then select True or False.

Under Medicare Part A,

1. A hospitalized patient pays a deductible and daily coinsurance for the first 60 days.

True

False

The patient pays no coinsurance.

2. A patient is limited to 90 days in a lifetime for inpatient psychiatric care in a freestanding psychiatric hospital.

True

False

The limit is 190 days.

3. Coverage for some medically necessary services and supplies kicks in after a patient is admitted to a hospital for three days, including the day of discharge.

True

False

The day of discharge does not count as one of the three days.

4. Covered skilled nursing care must be for the same condition that caused a patient's hospitalization.

True

False

5. A patient receiving approved care in a skilled nursing facility pays nothing for the first 20 days of care in a benefit period.

True

False

6. "Intermittent" care refers to home health care during a 60-day episode of care.

True

False

7. An insured pays 50% of the cost of the first three pints of blood administered in a transfusion.

True

False

The insured pays 100% of the cost.

Section 6: Medicare

Directions: Use the following percentages and terms to fill in the blanks. Some terms may be used more than once. Others will not be used at all.

| | | | | |
|-------------------|----------------------|------------------------|-------------------|------------|
| all costs | home health | nothing | preventive | 65% |
| both | Medicare | no yearly limit | 20% | |
| deductible | mental health | outpatient care | 50% | |

- The optional Medicare Part B helps cover medically necessary doctors' services, outpatient care, home health services, durable medical equipment, mental health services, and other medical services. It also covers many preventive services.
- If the Part B deductible applies, an individual pays all costs (up to the Medicare-approved amount) until the yearly Part B deductible is met. At that point, Medicare begins to pay its share and the individual typically pays 20% of the Medicare-approved amount of the service (if the doctor or other health-care provider accepts Medicare). There is no yearly limit for out-of-pocket expenses.
- With Part B, individuals pay nothing for most covered preventive services if those services are provided by doctors or other qualified health-care providers who accept Medicare. However, for some preventive services, individuals may have to pay a deductible, coinsurance, or both.

Directions: Check each true statement about PPO plans.

- They are offered by private insurance companies.
- Participants must receive referrals from primary care physicians before being permitted to see other providers.
- Participants pay less if they receive care from in-network providers.
- Participants must receive approval prior to receiving health-care services.
- Participants receive more benefits than those in Original Medicare, but the insured may have to pay more for those benefits.
- Plans are restricted to individuals with specific diseases.

Section 6: Medicare

Directions: Provide a response to each question.

1. What coverage does Medicare Part D provide?

It provides drug plans to respond to the increasing costs associated with prescription drugs.

2. What is the coverage gap, or “donut hole”?

It is the gap that begins once an individual and the individual's drug plan have spent a certain amount for covered drugs. Once the individual reaches the coverage gap, she/he pays a percentage of the plan's cost for covered brand-name drugs and covered generic drugs until the end of the coverage gap is reached.

3. What is the purpose of a Medigap policy?

A Medigap policy helps pay some of the health care costs not covered by Original Medicare (Parts A and B), such as copayments, coinsurance, and deductibles.

Appendix

Preparing for the Final Exam

For many learners, test preparation is stressful. Please keep in mind that the most important measure of your knowledge will be witnessed in your service to your organization. Think of a test as a tool. Use it to come to an understanding of what you know, how it affects your work, and what more you would like to know to have even greater success in the workplace.

The testing period for the Final Exam is one hour long. The test itself is composed of 50 multiple-choice questions that ask you to demonstrate what you know. Each question is worth two points. To pass, you are required to earn a minimum of 70 out of 100 possible points. Questions appear in the order of presentation of the topics.

Remain aware of the time as you take the test. Pace yourself and be aware that unanswered questions are considered incorrect.

Study Techniques

There are some techniques you can use to help you prepare for the end-of-course test. Apply the same techniques to each chapter in your Learning Guide.

1. Review the Section Goal.
2. Review each Learning Objective.
3. Change each header and subhead into a question. Then answer the question. For example:
Header: Characteristics of Whole life insurance
Question: What are some characteristics of Whole life insurance?
4. Review each diagram, graph, and table. Interpret what you see. Ask yourself how it relates to a specific learning objective.
5. Check your answers to each Check-In. Correct your original answers, if necessary.
6. Check your answers to each Knowledge Check. Consider ways to improve your original answers.
7. Re-read the summary at the end of each section.
8. Check your answers to each question in the Self-Quizzes at the end of each section. Correct your original answers, if necessary.
9. Review any comments, highlights, or notes you made in each section.

(Continued.)

10. Rewrite important ideas in your own words. Find ways to connect those ideas to your own work experiences.
11. Make flash cards to help you review important vocabulary.

Sample Test Questions

The end-of-course test has a variety of questions similar to the ones below. Correct answers have been provided.

Sample 1

Life insurance contracts are not standard contracts; however, they generally have standard provisions. All of the following are standard provisions except:

- A. the entire contract provision
- B. misstatement of age and/or sex at birth provision
- C. the application
- D. right to examine period (free look)

Sample 2

Health insurance includes a diverse assortment of policies, the most common being medical expense policies. Other types of policies are:

- A. COBRA
- B. HRA
- C. disability
- D. FMLA

Sample 1: The correct answer is C, the application.

Sample 2: The correct answer is C, disability.

Glossary of Terms

absolute assignment of benefits a condition that exists when a policy owner has transferred ownership of a life insurance policy to another party without any terms or conditions

aggregate deductible each family member in a health plan is covered under the same deductible

application an underwriting tool that contains detailed personal information about a proposed insured

assignee an individual or entity to whom the title, rights, and benefits under a life insurance policy are assigned and who is also the beneficiary

assignor the owner of a life insurance policy

beneficiary an individual or entity identified in a life insurance policy as the recipient of the death benefit following an insured's death

coinsurance the percentage of covered health care costs an insured pays

conditional receipt the agreement between an insurer and applicant that can provide temporary life insurance coverage until the insurer has issued the policy; also called the temporary insuring agreement

contingent beneficiary the second in line for a death benefit if the primary beneficiary dies before the insured

copayment a fixed amount an insured pays for a covered health care service

covered employers employers who generally have 50 or more employees

decline coverage a category of people who generally have such serious and complicated health conditions that the risk of insuring them is too great

deductible the amount an insured pays for covered health care services before an insurance plan begins to pay

distribution any amount of money an account holder takes from a HSA account

eligible account holder an individual (self-employed or an employee) qualified under a high-deductible health plan (HDHP) but not covered under a non-qualified HDHP (with some exceptions)

eligible employees generally those employees who have worked for a covered employer for at least one full year

Glossary of Terms

embedded deductible a lower deductible limit for each member of a family plan; embedded deductibles determine whether a family is qualified for a HSA

entire contract the combination of a policy, any riders, and an application

exclusion a type of insurance contract provision; exclusions and internal limitations restrict policy coverage and payout

insurable interest a legitimate reason to purchase insurance on an insured's life at the time of application; exists when a person or entity derives a financial benefit from an insured's continued survival; required at the time of application

insurance company/carrier the insurer

insured a person whose life is covered by a life insurance policy

irrevocable beneficiary a type of beneficiary that cannot be removed from a life insurance policy without the beneficiary's consent

life insurance ratings a rating of the insured, based on health (including tobacco use and family health history) and occupation or avocation, that ultimately determines a policy's premium

non-forfeiture value benefits that accrue to the owner of a whole life policy when the policy lapses for nonpayment of premium; three options to choose from include: an amount of reduced paid-up insurance, an extended term policy for the original face amount, or the cash surrender value

out-of-pocket maximum a stop-loss provision; the set highest amount spent on health care services

owner an individual, business, or trust who can make changes to a life insurance policy

permanent life insurance life insurance policies that offer lifetime protection by combining a cash value with death benefits

policy the terms and conditions under which insurance occurs; contains forms that include definitions, an insuring agreement, exclusions, and conditions

preferred rate a life insurance rating associated with excellent health, blood pressure, cholesterol, and weight

premium payor the person or entity who pays the premiums on an insurance policy

primary beneficiary the first in line to receive a death benefit

provision a clause in a life insurance contract that details the exact conditions for which coverage is provided and for what coverage amounts

revocable beneficiary one who has no guaranteed rights to receive a death benefit upon the death of a policy owner

Glossary of Terms

riders provisions that modify a policy in some way, either unconditionally or upon the existence of some condition

standard rate the rating category that includes most adults

substandard and flat extra premium a premium that can be applied if an individual's occupation or hobbies place him or her in a substandard rate category

substandard rate the table rating reserved for a person who is deemed ineligible for a standard rating

survivorship clause a clause that stipulates that if the insured and the primary beneficiary die at the same time, benefits skip the primary beneficiary and are paid to the contingent beneficiary. If a contingent beneficiary is not named, proceeds go to the estate of the insured.

temporary insuring agreement the agreement between an insurer and applicant that can provide temporary life insurance coverage until the insurer has issued the policy; also called the conditional receipt

term life insurance temporary life insurance coverage

UCR (usual, customary, and reasonable) the amount generally charged for the same or similar medical service in a particular geographic location

underwriting concerns information that guides the determination of risk

universal life (UL) insurance a permanent life insurance policy that can function like a term or whole life insurance policy

whole life insurance a type of permanent life insurance characterized by guarantees, such as a fixed death benefit, guaranteed cash value, and fixed premiums