



Lincoln's Position in Response to COVID-19: Actively at Work, Continuation of Coverage, and Premium Payment Grace Period Current as of March 23, 2020

This is a summary of Lincoln's position on the application of the actively at work requirement and premium payment grace period in our group insurance policies in light of the Coronavirus (COVID-19) pandemic. The details of this approach are current as of March 23, 2020 and are subject to change given the rapidly evolving nature of the situation.

Actively at Work/Continuation of Coverage Provisions

If an employee is affected by the COVID-19 situation, such as being quarantined, having been temporarily laid off or furloughed, on leave to take care of children or having reduced hours below policy requirements (whether no longer being paid, receiving wages, or continuing to be paid), we will still consider this employee actively at work and therefore eligible for Lincoln Financial coverages. Our intent is to cover all employees who would have been eligible for coverage had business not been interrupted by the COVID-19 situation. This includes newly hired/enrolled employees and those whose coverage LFG is taking over from a prior carrier.

Our stance is that as long as premium is paid, employees can maintain coverage as though they are at work through May 1, 2020, or in accordance with the Continuation provisions in their policy if they are more generous.

If an employee's coverage terminates due to other reasons, such as employment termination or non-payment of premium, then the policyholder should review their conversion, portability and/or COBRA options in their policies.

Premium Payment Grace Period

In order to provide employers and their employees greater flexibility in making required premium payments, we are extending the standard grace period on Lincoln-issued group insurance policies and service agreements to 60 days. This update goes into effect retroactively to March 1, 2020.

We will continue to monitor the COVID-19 situation and will reassess our position by May 1, 2020. Additionally, Lincoln will comply with any state-issued mandates and update our practices accordingly.

LCN-3006262-032020

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