bswift Native Administration of Group Whole Life Products

Guidance & Guardrails

bswift has the capability to natively build group whole life products on the bswift platform, without the need for third-party vendor support—but certain limitations apply. To ensure the best experience for employees, we've provided guardrails and recommendations to guide you.

Recommendations and Limitations

Build Guaranteed Issued plans that do not require Evidence of Insurability

- **Personal Health Information (PHI) Handling:** bswift will not ask for or store PHI information relating to plan eligibility or EOI application in our native experience.
- **Eligibility/Evidence of Insurability (EOI) Questions:** If required, these questions will need to be handled via an API connection. The API connection would allow the carrier to store needed questions and answers to provide a truly native experience (versus an SSO that takes the user out of the enrollment flow).

Use employer-set, flat increments for coverage amount configuration

- **Use of new policy stacking experience in enrollment:** Policy stacking is supported only when the Plan uses the "Flat amount set by employer – dropdown coverage" option and one of the following Benefit Plan Types:

Benefit Plan Type	BPT Code
Voluntary Employee Life	9
Voluntary Spousal Life	21
Voluntary Employee AD&D	7
Voluntary Spousal AD&D	23
Voluntary Spousal Life (Individual)	182
Voluntary Spousal AD&D (Individual)	186
Supplemental Employee Life	110
Supplemental Spousal Life	111
Supplemental Employee AD&D	105
Supplemental Spousal AD&D	106

Even increments must be selected, and employees cannot enter their own coverage values.

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Current bswift Capabilities

Eligibility & Enrollment Rules

- **Ability to set minimum and maximum ages** for eligibility to enroll in a plan.
- **Ability to import existing coverage** to enable viewing of coverage history in bswift— including coverage stacking history.
- **Ability to prevent employees from increasing coverage at reenrollment or qualifying life event**, in accordance with applicable qualifying life event enrollment rules.
- **Ability to allow employees to add spouse/child coverage while preventing coverage amount increases**, in accordance with applicable qualifying life event enrollment rules. We require three separate plans for employee, spouse, and child coverage.
- **Reduction Rules:** For coverage changes at annual enrollment or qualifying events, if reductions are allowed, we offer three options: Employees can maintain the same level of coverage, decrease coverage to amounts they were previously enrolled in, or choose any standard amount between their previous and current amount.

Cost and Rate Calculations

- Age-banded rates
- Rate per thousand (Coverage Amount /1000 × Rate = Premium), limited to pre-determined amounts set by employer
- Issue-Based Rates (works with stacking)
- Two options: Choose to set issue age rate based on either age at coverage effective date, or age at time of enrollment
- Support stacked coverage while maintaining original issue age premium (Age rate reduction change in premium options: No change in premium, Premium reduced based on rates at issue age)
- Prevent cost updates for plans with issue-based/frozen rates

Coverage Enhancements and Riders

- Additional coverage riders cannot be selected at an employee level. Plans may be offered with or without riders, and existing riders may only be selected at the plan level.
- Coverage amounts should be offered as even thousand-dollar increments (e.g., 5, 10, or 20 increments)
- Rates for spouse can be based either on spouse's actual age or employee's actual age at enrollment or coverage effective date.
- If policy stacking is needed, the Plan must use the "Flat amount set by employer – Dropdown" coverage option and one of the supported Benefit Plan Types listed above in "Recommendations and Limitations." If decreases are allowed, review with the bswift team for options.

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Pre-Election and Eligibility Considerations

- bswift can capture and display attestation for plan eligibility, not including PHI.
- Attestation responses can be used as a "knock-out" to determine eligibility. This attestation response can be included on an enrollment election file as needed.

State and Customization Support

- Eligibility filters to support state variations (situs)