

Portability Benefit: PayPal India Group Medical Insurance Policy

Portability is a voluntary benefit that allows employees to transfer the number of years of continuous coverage from group insurance to retail health insurance with waiver on time bound waiting periods, generally applicable on retail programs. When an employee raises a portability request, the Marsh team will invite selected insurance companies to review the request and quote a premium, and if acceptable to the employee they can pay the premium and avail the retail policy coverage. Portability helps in reducing the waiting period in the retail policy by the number of years the employee was covered under PayPal India medical insurance program, so that the retail insurance benefits can be utilized as soon as possible. This option is available only for exiting or retiring employees.

For instance, if an employee is covered under the group insurance program for 4 years and then decides to port the policy to a retail health policy having a waiting period clause of 4 years, then the retail policy will waive off the entire waiting period as it has been fulfilled during the tenure under the Group insurance program.

The policy terms, coverages, and premium will be applicable as per retail policy and not as per PayPal group policy. Please note that the retail insurance provider reserves the right to quote/offer coverage if the risk is acceptable.

Advantages:

- Covers family & parents under one single cover (same set of dependents and coverage as per PayPal Base policy only)
- No Medical check-ups required in normal circumstances (Medical test may apply on case-to-case basis considering age and pre-existing conditions)
- Waiting period waived off depending on the number of years an employee was covered under group policy
- Tax rebate for insurance premium paid under section 80D
- No age limit for parents (provided they are already covered under PayPal base plan at the time of exit)
- Cashless Hospitalization & Reimbursement Claims

There are exclusive arrangements with selected Insurance companies to extend portability for PayPal employees. To know more details about Portability please write to policy.continuity@marsh.com and cc Manoj.S01@marsh.com

To avail portability please follow below steps:

Step 1: Raise a request by sending an email to policy.continuity@marsh.com and cc Manoj.S01@marsh.com with the details of the members that you wish to cover under the Portability Policy **30 days before the date of exit from PayPal**.

Step 2: Fill the forms shared by the Marsh portability team and send a scanned copy on the chain email for policy issuance. The physical forms must be couriered to the address given at the time for the insurer records and validation.

Step 3: Insurer will review and revert via e-mail with proposed coverage terms and premium quotes.

Step 4: Employee has to **pay the premium as per the details provided by Marsh team, at least 1 week before the last working day at PayPal**.

Note:

- The Choice of insurance providers may change without prior notice.
- The Benefit is available until insurers are accepting portability requests.