

Differences between porting and converting your Group Coverage

	Portability	Conversion
Eligible coverage	<ul style="list-style-type: none"> ▪ Basic and Supplemental Term Life coverage can be ported. ▪ AD&D coverage can be ported. ▪ Dependent coverage can only be ported if employee coverage is ported. 	<ul style="list-style-type: none"> ▪ Basic and Supplemental Term Life coverage can be converted. ▪ AD&D coverage cannot be converted. ▪ Dependent Term Life coverage can be converted even if employee coverage is not converted.
Type of insurance following election	Group Term Life and AD&D	Individual Life policy
Eligibility timing	Must be elected within 31 days of event below	Must be elected within 31 days of event below
Events allowing portability/conversion	Coverage is lost due to: <ul style="list-style-type: none"> ▪ Retirement ▪ Termination of employment ▪ Layoff or non-medical leave ▪ Other loss of eligibility 	Coverage is lost due to: <ul style="list-style-type: none"> ▪ Retirement ▪ Termination of employment ▪ Layoff or leave ▪ Loss of eligibility ▪ Termination of group policy
Not allowed for	Coverage is lost due to: <ul style="list-style-type: none"> ▪ Termination of group policy ▪ Employee not actively at work due to sickness or injury ▪ Nonpayment of premium 	Coverage is lost due to: <ul style="list-style-type: none"> ▪ Nonpayment of premium
Guaranteed issue	All guaranteed issue	All guaranteed issue
Maximum age to elect	Employee: Age 79 Spouse: Employee's or spouse's age 79 Child: Qualifying age or employee's age 79	No maximum age
Minimum amount allowed	Employee: \$10,000 Spouse: \$10,000 Child: \$5,000	No minimum
Maximum amount allowed	Employee: Previous amount in force to maximum of \$500,000 (see page one for maximum amounts if age 65 or older) Spouse: Previous amount in force up to a maximum of \$250,000 (see page one for maximum amounts if age 65 or older) Child: Previous amount in force	Previous amount in force unless conversion is due to policy or class termination. If conversion is due to policy or class termination, there may be a limitation, depending on applicable state law.
Age reductions	Employee and spouse coverage reduces to 65% at age 65, to 50% at age 70 and to 25% at age 75.	No age reductions
Termination age	Employee: Age 80 Spouse: Employee's or spouse's age 80 Child: Qualifying age limit or employee's age 80	No termination age