

## Differences between Porting and Converting Your Group Term Life Coverage

	<b>Portability</b>	<b>Conversion</b>
Eligible coverage	<ul style="list-style-type: none"> <li>▪ Basic and Supplemental Term Life coverage can be ported.</li> <li>▪ AD&amp;D coverage can be ported.</li> <li>▪ Dependent AD&amp;D coverage can only be ported if employee AD&amp;D coverage is ported.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Basic and Supplemental coverage can be converted.</li> <li>▪ AD&amp;D cannot be converted.</li> </ul>
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"> <li>▪ Retirement</li> <li>▪ Termination of employment</li> <li>▪ Layoff or non-medical leave</li> <li>▪ Other loss of eligibility</li> </ul>	Coverage is lost due to: <ul style="list-style-type: none"> <li>▪ Retirement</li> <li>▪ Termination of employment</li> <li>▪ Layoff or leave</li> <li>▪ Loss of eligibility</li> <li>▪ Termination of group policy</li> <li>▪ Medical leave</li> </ul>
Not allowed for	Coverage that is lost due to: <ul style="list-style-type: none"> <li>▪ Termination of group policy</li> <li>▪ Employee not actively at work due to sickness or injury</li> <li>▪ Nonpayment of premium</li> </ul>	Coverage that is lost due to: <ul style="list-style-type: none"> <li>▪ Nonpayment of premium</li> </ul>
Guaranteed issue	All guaranteed issue	All guaranteed issue
Maximum age to elect	Employee: Age 69  Spouse/DP: Employee's age 69  Child: Qualifying age or employee's age 69	No maximum age
Minimum amount allowed	Employee: \$10,000	No minimum
Maximum amount allowed	Employee: Previous amount in force to maximum of \$500,000 (65% of previous amount to maximum of \$325,000 if 65 or older)	Previous amount in force unless conversion is due to policy or class termination. If conversion is due to policy or class termination, maximum is the lesser of \$10,000 or the existing coverage amount less the new coverage amount available under group replacement policy.
Age reductions	Employee coverage reduces to 65% at age 65.	No age reductions
Termination age	Employee: Age 70  Spouse/DP: Employee's age 70  Child: Qualifying age limit or employee's age 70	No termination age
Availability of conversion option	Available at any time after porting but not more than 31 days after ported coverage terminates.	Not applicable