

Differences between Porting and Converting Your Group Term Life Coverage

	Portability	Conversion
Eligible coverage <i>(please refer to your plan certificate for your portability coverage options)</i>	<ul style="list-style-type: none"> • Term Life coverage can be ported • Dependent coverage can only be ported if employee coverage is ported. 	<ul style="list-style-type: none"> • Term Life coverage can be converted. • Dependent Term Life coverage can be converted even if employee coverage is not converted.
Type of insurance following election	Group Term Life	Individual Life policy
Eligibility timing	Must be elected within 31 days of event below	Must be elected within 31 days of event below
Events allowed	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 • Medical leave
Events Not allowed	Coverage 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 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 or spouse's age 79 Child Qualifying age limit or Employee's age 79	No maximum age
Minimum amount allowed	Employee \$10,000 Spouse No minimum Child No minimum	No minimum
Maximum amount allowed	Employee Previous amount in force, to a maximum of \$1,000,000 Spouse Previous amount in force, to a maximum of \$250,000 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 <i>Reductions apply to minimum and maximum amounts elected</i>	Employee & Spouse <ul style="list-style-type: none"> • 65% at age 65 • 50% at age 70 • 30% at age 75 	No age reductions
Termination	Employee Age 80 Spouse Employee or spouse's age 80 Child Qualifying age limit or Employee's age 80	No termination age