

## Differences between porting and converting your Group Coverage

	Portability	Conversion
<b>Eligible coverage (please refer to your plan certificate for your portability coverage options)</b>	<ul style="list-style-type: none"> <li>▪ Term Life coverage can be ported.</li> <li>▪ Dependent coverage can only be ported if employee coverage is ported.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Term Life coverage can be converted.</li> <li>▪ Dependent Term Life coverage can be converted even if employee coverage is not converted.</li> </ul>
<b>Type of insurance following election</b>	Group Term Life	Individual Life policy
<b>Eligibility timing</b>	Must be elected within 31 days of event below	Must be elected within 31 days of event below
<b>Events allowing portability/conversion</b>	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>
<b>Not allowed for</b>	Coverage 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 is lost due to: <ul style="list-style-type: none"> <li>▪ Nonpayment of premium</li> </ul>
<b>Guaranteed issue</b>	All guaranteed issue	All guaranteed issue
<b>Maximum age to elect</b>	Employee: Age 69 Spouse: Employee's or spouse's age 69 Child: Qualifying age or employee's age 69	No maximum age
<b>Minimum amount allowed</b>	Employee: \$10,000 Spouse: No minimum Child: No minimum	No minimum
<b>Maximum amount allowed</b>	Employee: Previous amount in force to maximum of \$500,000 (65% of previous amount to maximum of \$325,000 if 65 or older) Spouse: Previous amount in force up to a maximum of \$150,000 (65% of previous amount to a maximum of \$97,500 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.
<b>Age reductions</b>	Employee and spouse coverage reduces to 65% at age 65.	No age reductions
<b>Termination age</b>	Employee: Age 70 Spouse: Employee's or spouse's age 70 Child: Qualifying age limit or employee's age 70	No termination age