

Portability

What is Portability?

Portability allows a covered employee, whose coverage ceases, the opportunity to continue all or a portion of their coverage, regardless of how long they have been enrolled in the plan.

Is Portability the same as Conversion?

No, when benefits are ported, the insured is covered under a group policy through a Trust whereas an individual policy is issued when benefits are converted.

When is an employee eligible for Portability?

When benefits end because an employee is no longer employed, or an employee is no longer in a class eligible for the benefits.

Will the premium rates remain the same as they are under the employer's plan?

No, rates under the ported contract are set for all participants in that group policy and may not be the same as when covered under the employer's plan.

Do benefits reduce because of age under the Portability contract?

Yes, they reduce to 50% at age 70 and to 0% at age 100 (essentially coverage terminates at age 100).

Is EOI required under the Portability contract?

No

What is the maximum amount of Life Insurance I can Port?

The lesser of:

- the amount of benefit currently in force; *or*
- \$1,000,000

What is the minimum amount of coverage required to port?

You may be eligible to port if your amount of coverage is at least \$10,000.

Does the employer's plan have to be in effect in order to apply for Portability?

Yes, the group policy must be in effect on the date of your request. Also, the employer must not have given notice of their intent to cancel their group policy prior to the date of your request.

What is the application period?

- If You are given written notice of the option to continue Portability Eligible Insurance within 15 days before or after the date such insurance ends, the request period begins on the date your insurance ended and expires 31 days after that date.
- If You are given written notice of the option to continue Portability Eligible Insurance more than 15 days after, but within 90 days of the date such insurance ends, the request period expires 45 days from the date of the written notice

- If You are not given written notice of the option to continue Portability Eligible Insurance within 90 days after the date such insurance ends, the request period begins on the date your insurance ended and expires at the end of the 90 days. (

Information provided in this document is only intended to be a brief summary. See actual policy to answer specific questions. State variations may be applicable.

Conversion

What is Conversion?

Conversion allows a covered person, whose Life coverage ends, the opportunity to buy an individual policy of life insurance.

When is an employee eligible for Conversion?

The date your Life Benefit ends because:

1. your employment ends or because you are no longer in a class which remains eligible for Life benefits.
2. this plan ends, but only if your Life Benefits under This plan have been in effect for at least 5 years;
3. the date This Plan is changed to end Life Benefits for your class, but only if your Life Benefits under This Plan have been in effect for at least 5 years.

Will Premium rates remain the same as they are under the employer's plan?

No, premium rates for the Conversion policy will be based on:

1. the class of risk which you belong; and
2. your age on the effective date of the policy; and
3. the form and amount of the policy

Do benefits reduce because of age under the Conversion policy?

No, Converted amounts are not subject to reductions because of age.

Is EOI required for a Conversion Policy?

No

What is the maximum amount of Life Insurance I can convert?

- If your insurance ended because your employment ends or because you are no longer in a class which remains eligible for Life Benefits, the maximum amount you can convert is:
 - the amount of your Life Benefits inforce on the date your Life Benefit ended
- If your insurance ended because the plan ended or if the plan is changed to end the Life Benefits for your class the maximum amount you can convert is the **lessor of:**
 - the amount of your Life Benefits inforce on the date the Life Benefits ended, less any amount of life insurance for which you may be eligible for under any group policy which takes effect within 31 day after your Life Benefits ended; or, \$2,000

Does the employer's plan have to be in effect in order to apply for Conversion?

No

What is the application period?

31 day period after your Life Benefits end, subject to state variations.