



Portability and Conversion

Benefits and Features Comparison

Employees with Life and AD&D Insurance

	PORTABILITY	CONVERSION
Which coverage can be ported or converted?	Both Life and AD&D coverage can be ported.	Only Life coverage can be converted.
Events	<p>Employees can port coverage for themselves if:</p> <ul style="list-style-type: none"> • employment ends, • the employee retires, or • the employee reduces hours below the minimum required for eligibility. 	<p>Employees can convert coverage if:</p> <ul style="list-style-type: none"> • their group coverage ends for any reason, • their portable coverage ends, • or if they have been insured for at least 5 years under the group plan and either their group policy (summary of benefits) is canceled with UNUM or changes so the insured's insurance class is no longer eligible (refer to maximum conversion amount).
Plan Type	Portable insurance is a continuation of group insurance with group rates.	Converted insurance is an individual, whole-life level, premium plan. The insured may elect one year of preliminary term insurance under the whole life plan. Rates are significantly higher than group rates.
Limitations or Exclusions	May NOT port coverage for themselves if they are sick or injured. Employees must certify that they are not sick or injured in order to port coverage on the port application (sick or injured means a sickness or injury that has a material effect on life expectancy).	May convert coverage if they are sick or injured.
Additional Contract Features	Portability includes Accelerated Death Benefits and Waiver of Premium as long as they are available under then group plan. Supplementary services such as Survivor Support and Assist America are not included.	The individual whole life plan under conversion does not contain supplementary benefits such as Accelerated Death Benefits, Wavier of Premium, Survivor Support, or AD&D Benefits.



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Change in Coverage Amounts	Amounts of Life Insurance may be decreased or increased with Evidence of Insurability up to the maximum noted above.	Once the coverage is converted, the amount of coverage cannot be increased. The amount covered under the group plan or a lower amount of insurance may be converted.
Maximum Coverage Amounts Allowed	The employee's maximum coverage amount is the lesser of <ul style="list-style-type: none"> • the employee's group maximum benefit, • 5X the employee's annual salary, or • \$750,000 from all UNUM Life plans combined. 	The maximum coverage amount is the amount they are insured for under the group plan. If the employee has been insured for at least 5 years and the policy (summary of benefits) is canceled with UNUM or changes so their insurance group (class) is no longer eligible, the maximum will be lesser of \$10,000 or the employee's coverage amount under the plan less any amounts that become available under any other group life plan offered by their employer within 45 days after cancellation.
Application Period	There is a 31-day portability application period from the date of loss in group coverage.	There is a 31-day conversion application period from the date of loss in group coverage.
What if an employee is rehired after porting or converting?	Employees who port their coverage, return to work, and again become insured under the plan are eligible to port their coverage again, subject to the maximums noted above.	Employees who convert, return to work, and again become insured under the plan are not eligible to convert to an individual policy again. However, the employee need not surrender the individual life policy when they return to work.
Can rates change?	Portability rates may be changed for reasons which affect the risk assumed.	Conversion premium is a level premium for the life of the policy.
Does age reduction apply?	Employee's coverage amounts will reduce according to the group plan.	Converted amounts do not reduce. Note that ported coverage that is reduced may be converted.