



Frequently Asked Questions About Portability and Conversion¹

What Is Portability?

Portability means eligible employees can “port,” or transfer, their existing Group Life insurance coverage. It allows you to maintain your life insurance coverage when your employment was voluntarily or involuntarily terminated. Dependents, such as spouses or children, may also have continued coverage.

What Is Conversion?

Conversion refers to the process that allows eligible employees to change their Group Life insurance coverage to an individual Whole Life insurance policy. It occurs when your policy is reduced or terminated for reasons other than nonpayment of premiums. There are eligibility restrictions when the group policy is terminated or amended. There are more details below.

Accidental Death and Dismemberment insurance, or AD&D, isn't eligible for conversion.

What Are the Eligibility Requirements?

Under our portability provision, if your employment is terminating, you may port your Life and AD&D insurance, as well as any Dependents Life insurance amounts, if you are:²

1. Under the age of 75
2. Have been insured for at least 12 consecutive months (coverage under the prior plan qualifies)
3. Able to perform the material duties of at least one gainful occupation

If you do not buy Life insurance for yourself, you may not buy any other insurance coverages.

Under our conversion provision, you may convert your Life and Dependents Life insurance if:

1. You were insured under the employer's group policy
2. Your insurance is ending or reducing
3. You aren't losing coverage due to nonpayment of premiums

If the group policy is terminated or amended to reduce or eliminate insurance while you are still employed, you may be eligible to convert a portion of your coverage if you were covered under the policy for a specific period of time.

You can port and convert your coverage if you meet the requirements for both options. However, combined insurance amounts from portability and conversion can't exceed the coverage in effect on the day before employment ended.

Which Benefits Can Be Ported?

- Your Life and AD&D coverage
- Your Dependents Life coverage

Which Benefits Can Be Converted?

- Your Life and AD&D coverage
- Your Dependents Life coverage



Can Insured Employees Port if Their Termination Is Due to Retirement?

Yes, you can port the amount of insurance you had on your last day of employment, except for any portion of your Life insurance that is continued as part of a retiree class under your Group Insurance policy.

Can an Insured Employee Convert if Their Termination Is Due to Retirement?

Yes. You can convert any amount that is ending or reducing, except any portion of your Life insurance that is continued as part of a retiree class under your Group Insurance policy.

What Are the Minimum and Maximum Amounts for Porting or Converting?

- **Porting:** You and your dependents can port up to the lesser of a) the amount of coverage you had in force on the date coverage ended or b) the policy limits:
 - **You:** \$10,000 to \$350,000
 - **Spouse:** \$5,000 to \$12,000
 - **Children:** \$1,000 to \$12,000
- **Converting:** You can convert up to the amount you had when coverage ended, with a minimum amount of \$1,000. If coverage ends due to a policy termination or amendment, only those covered under the policy for 5 years will be eligible to convert up to a maximum of \$10,000.

How Much Does It Cost to Port or Convert?

Portability has smoker and non-smoker rates. These rates may be different than the rates used in the group policy. Conversion rates are based on the state of residence and the age when you apply for coverage. Please contact The Standard for detailed rate information.

Are There Administration Fees for Porting or Converting Coverage?

- **Porting:** No extra fees—administration costs are already included in the rates.
- **Converting:** Yes, there's a \$40 annual fee, plus additional charges if you choose a billing schedule other than annual.

How Much Time Does an Insured Employee Have to Apply for Portability and Conversion?

The deadline for you to apply and pay the premium for portability is 60 days after employment termination. For conversion, the deadline for you to apply and pay the premium is 60 days after coverage was reduced or ended.³ Please note that the termination date for employment may differ from the termination date for coverage.

You should give notification of the options to port or convert as soon as possible from the date of employment termination or reduction of coverage, so that insured employees can respond in a timely manner.

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- 1 Please consult your policy for availability, terms and conditions in your state.
- 2 Provided that these coverages are available under your Group Life policy with The Standard and were elected by the insured employee.
- 3 This period varies by policy.

GP1219-LIFE, GP1219-LIFE-ASSOC, GP1219-LIFE-TRUST, GP190-LIFE/S399, GP899-LIFE, GP190-LIFE/A997/S399, GP190-LIFE/S214

The Group Life Portability Insurance Policy contains the complete terms of coverage, including limitations, exclusions, reductions and conditions under which Group Life Portability Insurance ends. The policy terms for Group Life Portability Insurance are different from those provided under your employer's group insurance plan with The Standard.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of 1100 SW Sixth Avenue, Portland, Oregon in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

FAQ for Portability and Conversion