

Financial wellness, wherever life leads

With life insurance portability and conversion options, employees can feel covered, protected, and confident

We understand the importance of giving your employees benefits to care for their whole health — financial, emotional, physical, and overall well-being. Life insurance is an important part of employees' overall benefits. It can provide peace of mind, knowing loved ones are protected. If an employee leaves or loses a job, The Standard Life Insurance Company of New York can help bridge a potential gap and help make sure the employer-provided life insurance coverage goes along with them.

Two valuable, yet different options

Portability and conversion help employees keep coverage when they are no longer eligible for the employer-sponsored group plan.

Portability coverage is a continuation of group life coverage, so many of the provisions of the group life plan stay the same.

Conversion coverage lets employees change their group life coverage to an individual whole life policy. This individual policy has different terms and conditions than the group life plan.

Portability coverage

Keeping group life insurance with portability coverage

Portability allows employees to keep their current group life coverage after they leave or lose their job. They need to submit a portability application that is received by The Standard‡ within 31 days of the date the job ended.

To be eligible for portability coverage, employees must:

- Be younger than age 65 at the time they apply.
- Have been insured under the employer's plan for at least 12 months.
- Have not been terminated due to a disability.

Portability is a standard feature of all supplemental and voluntary life plans, including:

- Supplemental Life
- Voluntary Life
- Dependent Supplemental Life
- Dependent Voluntary Life

As an option, portability can also be added to an employer's Basic Life plan for an additional cost.

Group rates employees can afford

- Portability coverage is billed at group portability pool rates.
- Group life rates tend to be lower than individual whole life policy rates.

Choice of coverage amount — plans to fit employees' budgets

- Employees can choose to continue their full group life coverage and the full amount of their spouse's and child's group life coverage.
- Employees can alternately choose to continue their coverage at a lower amount.

Life insurance coverage for the long term

- Eligible employees and their spouses can keep their group life insurance coverage under a portability option until they reach age 70.
- There are no health questions to answer and no medical exam is required.
- A dependent's coverage ends when they no longer meet the definition of an eligible dependent.
- Family coverage ends when the employee's coverage ends.

Billing choices for portability premiums

Employees can choose annual, semi-annual, or quarterly payments.

Additional features of group life coverage continue with portability

When employees keep their group life coverage under a portability option, they continue to have access to valuable services, like our Resource Advisor program. Resource Advisor allows employees to find help from a counselor, a lawyer, or a financial consultant, whenever they need it. They will also continue to have access to our Living Benefits program, which can provide an early payout of life insurance benefits if they are terminally ill.

Conversion coverage

Converting group insurance to an individual policy with conversion coverage

Conversion coverage allows employees to change their group life coverage to an individual life policy when their job ends — no matter the reason. To convert their coverage, they need to apply within the application period.[1] They can convert their coverage at any age — there is no maximum age limit.

Conversion coverage made easier

- Employees can convert life coverage for themselves, their covered spouses, and their covered children when their group coverage ends.
- Conversion is available for all group term life insurance plans, including Basic Group Term Life, Supplemental Life, and Voluntary Life.
- There are no health questions to answer and no medical exam is required.
- They can convert their entire coverage amount or a lower amount.
- If employees lose coverage because the entire group policy terminates or employee class ends, then the amount that can be converted to an individual whole life policy may be limited.[2]
- We must receive the conversion application within 31 days of the date the coverage ends.

Employees can also switch from portability to conversion

Employees can convert their portability coverage to an individual policy at any time or when it ends at age 70.

Peace of mind for a lifetime

- Employees have the choice to convert to a one-year nonrenewable term life policy or an individual whole life policy.
- If they elect the one-year nonrenewable term life policy, they can then convert to an individual whole life policy at the end of the policy term.
- Once an employee converts their life coverage to an individual whole life policy, the employee and the employee's dependents (if applicable) receive policies that continue in force for their lifetimes, as long as they continue to pay the premiums.
- It's important to note that individual life insurance rates do tend to be higher than group life insurance rates.

Employees can combine portability and conversion options

- Employees can keep their **Basic Life** group coverage in force after leaving or losing a job by converting it to an individual policy.
- Employees can convert their **Supplemental Life** and **Voluntary Life** group coverage to individual policies or choose the portability option.
- Employees who have **Basic Life and Voluntary or Supplemental Life** can choose a combination of the two. For example, employees can convert their Basic Life coverage to an individual policy and also keep their Supplemental or Voluntary Life coverage in place with either the portability option or conversion — whichever best meets their needs.

Billing choices for conversion premiums

Employees can choose annual, semi-annual, or quarterly payments.



Portability or conversion — which is better?

Each employee's situation is unique — that's why it's important for each employee to carefully review both portability and conversion options when they lose or leave their job. They should consult a financial advisor to determine which option best fits their needs.

Feature summary of portability and conversion options

Features	Portability	Conversion
Types of coverage eligible	◦ Supplemental Life ◦ Voluntary Life ◦ Dependent Supplemental Life ◦ Dependent Voluntary Life	◦ Basic Life ◦ Dependent Basic Life ◦ Supplemental Life ◦ Voluntary Life ◦ Dependent Supplemental Life ◦ Dependent Voluntary Life
Rates	Group life rates (group life portability pool)	Individual life rates
Policy type	Group policy	Individual whole life policy
Health questions required	No	No
Coverage terminates	Age 70	No maximum age
Resource Advisor	Included	Not included
Accelerated death benefit	Included	Not included
Employee eligibility to elect	Employee must satisfy all of these conditions: ◦ Covered for at least 12 months ◦ Coverage ended due to termination of employment ◦ Must be under 65 years of age ◦ Employment did not terminate due to a disability	No maximum age Employee must satisfy one of these conditions: ◦ Employment terminated while the group policy was in force. ◦ Employee's membership in a class terminated while the group policy was in force. ◦ The group policy terminated and the employee was insured under the group policy for at least 5 years.* ◦ The group policy was amended to cancel the insurance on the class of persons under which the employee was insured and the employee was insured under the group policy for at least 5 years.*
Age reduction schedule	Age reductions according to the employee's certificate	No reductions in coverage due to age
Premium billing options	Quarterly, semi-annually, annually	Quarterly, semi-annually, annually

* The amount of coverage that can be converted is limited or conversion may not be allowed at all.



For more information on portability and conversion options, contact your account manager.

TheStandard®

This product description is intended to be a brief outline of benefits available. It does not include all terms of coverage offered by The Standard Life Insurance Company of New York. The entire terms, exclusions, and conditions are contained in the contract documents (the applicable certificate and policy). In the event of conflict between the contract documents and this product description, the contract documents will prevail. Products may vary and may not be available in all states.

1 Conversion application time periods vary by state. See the group certificate for specific information.
2 The amount that can be converted when the group policy or employee class ends varies by state, according to state law. If the group policy or employee class ends, the employee must have been covered by it for five years to be eligible for conversion.

This information describes The Standard Life Insurance Company of New York's standard programs. Exclusions and limitations are listed in the contracts for these products.

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