



**THE
HARTFORD**

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The Hartford: Portability and Conversion

PORTABILITY AND CONVERSION COMPARISONS

We help make your options clear

To decide what conversion and/or portability option is the right choice for your personal situation, you need to understand the differences. And to help you see the differences more clearly we've outlined the differences with our side-by-side comparisons below.

Weigh your options and take action

Compare The Hartford's Portability and Conversion options for continuing your life and/or disability insurance coverage. Then, you can decide what makes sense for you and your family. Refer to the 3-step process in the Notice in order to take timely action.

For more information, contact your Benefits Administrator or call The Hartford's Portability and Conversion Customer Service Unit at: *1-877-320-0484*

	CONVERSION: Permanent, Whole Life Insurance	PORTABILITY: Term Life Insurance	LTD CONVERSION: Long Term Disability Insurance	SAADD CONVERSION: Stand Alone Accidental Death & Dismemberment
Availability	Always Available	Check Your Employers Group Plan/ The Policy	Check Your Employers Group Plan/ The Policy	Check Your Employers Group Plan/ The Policy
Coverage Type	Individual Whole Life (Permanent) Insurance	Group Term Life Insurance (Accidental Death Option, if outlined in Your Employer's Group Plan/The Policy)	Group LTD Insurance	Group Accident Death & Dismemberment Insurance
When does coverage end?	As long as premiums continue to be paid timely, coverage stays in effect until age 121.	As long as premiums continue to be paid timely, coverage stays in effect up to the age of 75. Some plans may provide coverage up to age 99.	As long as premiums continue to be paid timely.	As long as premiums continue to be paid timely, coverage stays in effect until age 80.
How do you request coverage?	When coverage ends or is reduced, contact your Benefits Administrator or your HR Department to obtain the appropriate election form or for additional information.	When coverage ends or is reduced, contact your Benefits Administrator or your HR Department to obtain the appropriate election form or for additional information.	When coverage ends or is reduced, contact your Benefits Administrator or your HR Department to obtain the appropriate election form or for additional information.	When coverage ends or is reduced, contact your Benefits Administrator or your HR Department to obtain the appropriate election form or for additional information.

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Are there deadlines/ time restrictions to enroll in this coverage?	Refer to the 3-step process in the Notice in order to take timely action. The person who is applying to port must be living at that time at the time the enrollment form is post-marked.	Refer to the 3-step process in the Notice in order to take timely action. The person who is applying to port must be living at the time the enrollment form is post-marked.	Refer to the 3-step process in the Notice in order to take timely action.	Refer to the 3-step process in the Notice in order to take timely action.
When are these Options Available?	You have the right to convert all of your coverage when it ends or reduces for any reason other than a reduction in your annual earnings. However, if coverage ends because the policy itself ends or the policy remains in effect but coverage for the class you belong to has ended, then conversion may not be available.	You have the right to port your coverage when it ends <i>unless you are</i> a) losing coverage due to sickness or injury b) entering the military on a full-time basis. Some plans may allow the right to port due to sickness or injury. Check your employers group plan.	You have the right to convert all of your coverage when it ends or reduces for any reason other than a reduction in your annual earnings. However, if coverage ends because the policy itself ends or the policy remains in effect but coverage for the class you belong to has ended, then conversion may not be available.	You have the right to convert all of your coverage when it ends or reduces for any reason other than a reduction in your annual earnings. However, if coverage ends because the policy itself ends or the policy remains in effect but coverage for the class you belong to has ended, then conversion may not be available.
Are there any Age Restrictions?	None	Yes. In order to be eligible to port your coverage, you must be under your normal social security retirement age. Some plans may allow up to age 85. Check your employers group plan.	None	Yes, in order to be eligible to convert your coverage, you must be under the age of 80.

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Can I Convert my Dependent Coverage?	Yes, you can convert your dependent if they were covered under the group plan, unless they continue to be covered under the group plan in the same or a different class.	Yes, if your dependent was covered for life insurance when your coverage ends or as a result of your death. Note that in order to port child coverage you or your spouse must also port their own coverage. We'll accept (from the spouse) applications for a dependent to port their coverage in the case of death or divorce.	No	Yes, you can convert your dependent if they were covered under the group plan, unless they continue to be covered under the group plan in the same or a different class.
Is there Evidence of Insurability (Medical)?	None.	Maybe. It may be required depending on the amount of coverage you want to port. Check your employers group plan.	None.	None.
Is there an Enrollment Fee?	No.	No.	Yes. There is a one-time \$25.00 fee paid with the 1 st quarterly premium	No.
Will the rates for converted/ported coverage differ from the insurance rates through my employer?	Yes. Your rates will not be the same as they were under the group policy. Conversion rates per \$1,000 of coverage are based on age and gender at the time the policy is issued to you. However, once issued, rates will not change.	Yes. Your rates will not be the same as they were under the group policy. Portability group rates per \$1,000 of coverage are based on age and gender at the time the certificate is issued. Rates are in 5-year age bands. Note: Depending on age at the time of issuance rates could change in as little as one year. Portability rates are subject to change at any time.	Yes. Your rates will not be the same as they were under the group policy.	Yes. Your rates will not be the same as they were under the group policy. Conversion rates are based on the \$1,000 worth of coverage, regardless of gender. The state of New York is per \$10,000 worth of coverage. Exception: Rates will not increase on policies written for residents of New York

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Is there a Minimum Amount?	Employee, Spouse, and Dependent Child: \$1,000	Employee and Spouse: \$5,000 Child: \$1,000	The lesser of the LTD Benefit Percentage inforce.	Minimum is \$10,000
Is there a Maximum Amount?	No. There is no maximum. You can the convert full amount of insurance that is ending.	Yes. You can continue 50%, 75% or 100% of the amount of insurance that is ending. Check your employers group plan/ policy for details that apply to your coverage.	Yes. The maximum is \$5,000.	Yes. Under age 70 you may elect amounts of coverage in \$1,000 increments up to a maximum of \$250,000, but not more than the principal sum of the insurance coverage that is ending. Age 70 – 75 may elect amounts of coverage up to a maximum of \$25,000; 75 or older may elect amounts of coverage up to a maximum of \$12,500. NY residents under age 70 may elect amounts of coverage in \$10,000 increments up to a maximum of \$100,000, but not more than the principal sum of the original policy.
Can I Increase my coverage?	No. Not after the policy effective date.	No. Not after the policy effective date.	No. Not after the policy effective date.	No. Not after the policy effective date.
Can I Decrease my coverage?	No.	Yes, you can decrease the elected benefit/face amount <i>once per year</i> by 25% OR 50%, but not more than 50%.	Not Applicable.	Yes, you can decrease your elected benefit amount.
Are there increases in the premium rates?	No.	Yes. Premium rates increase every 5 years (on birthdays ending in 4 or 9).	Yes. Premium rates increase every 5 years (on birthdays ending in 4 or 9).	Yes, premium rates increase. Exception: rates will not increase on policies written for residents of New York

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Is there a Suicide Exclusion?	<p>Yes, there is a 2 (two) year suicide exclusion. However, if the employee was continuously covered under the Employer's original Hartford group Policy, credit will be given towards the 2 (two) year suicide exclusion.</p> <p>IF the suicide exclusions is not met, and death is deemed a suicide, no benefit will be paid. Premiums paid through the date of death will be refunded. State specific limitations may apply.</p>	<p>Yes, there is a 2 (two) year suicide exclusion. Once an employee ports their coverage from the Employers Policy, there is a 2 (two) year suicide exclusion that must be met.</p> <p>IF the suicide exclusions is not met, and death is deemed a suicide, no benefit will be paid. Premiums paid through the date of death will be refunded. State specific limitations may apply.</p>	N/A	Yes, Losses from self-inflicted injury, suicide, or attempted suicide are not covered.
Are there age reductions?	No.	Yes. There are age reductions every 5 years, beginning at age 65 (generally) See the Example below.	No.	Yes. Coverage automatically decreases to \$25,000 upon reaching age 70 and to \$12,500 upon reaching age 75.
Does the option include an Accelerated Benefit feature for persons who are diagnosed with terminal illness?	No.	Yes. Most port coverages include an Accelerated Benefit feature. As such, if a person is diagnosed with a terminal illness and 12 or fewer months to live, then they may immediately apply for up to 50% of the coverage amount.	No.	N/A

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If your group policy includes a Premium Waiver provision, can you apply for both conversion and portability if your coverage ends prior to being approved for Premium Waiver?	If premium payments cease while waiting to complete the Premium Waiver waiting period, filing for Premium Waiver and being approved, you can convert your coverage to fill the gap to ensure you remain covered. If after filing for Premium Waiver your claim is approved, then you can return or surrender your policy without claim and we will refund all of the premium you paid for that coverage, with interest.	If you apply for and are denied Premium Waiver, portability will not be available; however, conversion will be.	N/A	N/A

EXAMPLE: Age Reduction Calculation

Example One: Assuming there is an age reduction every five years, we will use a 35% reduction due to age beginning at age 65, then at age 70, then 75. Given this, the following calculation would apply upon turning age 65:

You initially convert/ port \$50,000 worth of coverage at age 64. Upon turning 65, your coverage will reduce by 35% as shown below.

1. $(\$50,000) (.35) = \$17,500$
2. $(\$50,000 - \$17,500) = \$32,000$
3. $(\$50,000 - \$17,500) = \$32,000$

Coverage now in effect at age 65 is \$32,000.

Example Two: Assuming there have been age reductions every five years, using the example above, at age 79 the insured would have \$13,520 of coverage in effect. The insured is now turning 80. At age 80 there is 25% age reduction.

1. $(\$13,500) (.25) = \$3,375.00$
2. $(\$13,500 - \$3,375) = \$10,125$

Coverage now in effect at age 80 is \$10,125

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THE DISABILITY POLICY PROVIDES LIMITED BENEFITS. This limited benefit plan (1) does not constitute major medical coverage, and (2) does not satisfy the individual mandate of the Affordable Care Act (ACA) because the coverage does not meet the requirements of minimum essential coverage. In New York: This Disability policy provides disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Department of Financial Services.

Disability Form Series includes GBD-1000, GBD-1200, or state equivalent.
Life Form Series includes GBD-1000, GBD-1100, or state equivalent.
Accident Form Series includes GBD-1000, GBD-1300, or state equivalent.

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