



**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. **Please be aware that you must submit (Mail; Email; Fax) your completed NOCP within 31 days from the date the employer representative signs the form.**

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	Check Your Employers Group Plan	Check Your Employers Group Plan
Coverage Type	Individual Whole Life (Permanent) Insurance	Group Term Life Insurance (Accidental Death Option)	Group LTD Insurance	Group Accident Death & Dismemberment Insurance
When does coverage end?	As long as premiums continue to be paid timely, coverage stays in force until age 121.	As long as premiums continue to be paid timely, coverage stays in force until at least age 75.	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?	Contact your Benefits Administrator or your HR Department for additional information.	Contact your Benefits Administrator or your HR Department for additional information.	Contact your Benefits Administrator or your HR Department for additional information.	Contact your Benefits Administrator or your HR Department for additional information.

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Are there deadlines/ time restrictions to enroll in this coverage?	<p>Yes. You must return your completed NOCP within 31 days of the employer representative's signature date.</p> <p>If conversion is applied for the enrollment form and premium payment must be post-marked no more than 60 days from the employer representative's signature date on the NOCP; the person who is applying for conversion must be living at that time.</p>	<p>Yes. You must return your completed NOCP within 31 days of the employer representative's signature date.</p> <p>If portability is applied for the enrollment form and premium payment must be post-marked no more than 60 days from the employer representative's signature date on the NOCP; the person who is applying for portability must be living at that time.</p>	<p>Yes. You must return your completed NOCP within 31 days of the employer representative's signature date.</p> <p>If LTD is applied for the enrollment form and premium payment must be post-marked no more than 60 days from the employer representative's signature date on the NOCP; the person who is applying for LTD must be living at that time.</p>	<p>Yes. You must return your completed NOCP within 31 days of the employer representative's signature date.</p> <p>If SAADD is applied for the enrollment form and premium payment must be post-marked no more than 60 days from the employer representative's signature date on the NOCP; the person who is applying for SAADD must be living at that time.</p>
When are these Options Available?	<p>You have the right to convert all of your coverage when it ends or reduces. 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.</p>	<p>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.</p> <p>In all instances you must be under the age of 85.</p>	<p>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.</p>	<p>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.</p>
Are there any Age Restrictions?	<p>In order to be eligible to convert your coverage, you must be under the age of 121.</p>	<p>Yes. In order to be eligible to port your coverage, you must be under the age of 85.</p>	<p>None.</p>	<p>Yes, in order to be eligible to convert your coverage, you must be under the age of 80.</p>

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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. Note that in order to convert dependent coverage you must also convert your own coverage.
Is there Evidence of Insurability (Medical)?	None.	Yes. It may be required depending on the amount of coverage you want to port. Generally, evidence of insurability may be required for amounts in excess of \$500,000. Refer to The Employer Policy.	None.	None.
Is there an Enrollment Fee?	No.	No.	Yes. There is a one-time \$25.00 non-refundable enrollment fee.	No.
Will the rates for converted/ ported coverage differ from the insurance rates through my employer?	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.	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 pay period. Portability rates are subject to change at any time.	Your rates will not be the same as they were under the group policy.	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 and Spouse: 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 convert full amount of insurance that is ending. Yes. You can continue 50%, 75% or 100% of the amount of insurance that is ending. Please refer to your employer's plan/policy for the details that apply to your coverage.	Yes. Please refer to your employer's certificate for plan maximum limits. You can continue 50%, 75% or 100% of the amount of insurance that is eligible for portability.	Yes. The maximum is the lesser of 60% of your base annual salary or \$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 amount <i>once per year</i> . <i>Your options are 50% or 75% of the original amount that was available for portability.</i>	No	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 where your age ends in 0 or 5).	Yes. Premium rates increase every 5 years (on birthdays where your age ends in 0 or 5).	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.	Maybe; please refer to your certificate of insurance for the specific terms.	No.	No

		apply to your coverage.		
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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?	Yes, you can apply for conversion while awaiting the decision for a Premium Waiver claim.	No, you cannot apply for portability while awaiting a decision for a Premium Waiver claim. Applying for portability will waive your right and make you ineligible to file a Waiver of Premium claim.	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 is one age reduction at age 65, we will use a 75% reduction. 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 75% as shown below.

At age 65 there is 75% age reduction.

1. $(\$50,000) (.25) = \$12,500.00$

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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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