Guardian®

Portability Vs. Conversion

Upon loss of eligibility or termination of employment, you and/or your dependents may elect to continue your employer-sponsored Basic or Voluntary Term Life Insurance coverage by either porting or converting it.

If you are able to continue your life insurance policy, you can port it, which means continuing the same type of policy, or you can convert it, which means change it to a new type of individual policy. Remember, no matter which option you choose, you become responsible for the premiums.

For questions regarding porting or converting, contact Guardian® at 1 (800) 627-4200. The following information reflects the basic differences between porting and converting Guardian Life Insurance coverage.*

	Ported Policy	Converted Policy
Definition	Portability provision allows you to continue Basic or Voluntary Term Life Insurance upon loss of eligibility or termination of employment in these situations: • Group policy discontinues the eligibility of a class of employees to which you belong • You retire • You are terminated or change jobs	Conversion allows you to convert your Basic or Voluntary Term Life Insurance to an individual life insurance policy in these situations: • Employment ends • You stop being a member of an eligible class of employees • Dependent loss of eligibility • The policy terminates
Type of Policy	Group Term Life	Individual Whole Life
General Cost	Comparable to group rate	More expensive than group rate
Length Of Coverage	Until age 70 with applied age reductions	Guaranteed for life
Dependents	Dependent Life coverage may be ported when insured at time of loss. If option is included, AD&D can be ported at the same time Life is ported.	Dependent Life coverage may be converted when insured at time of loss. No conversion of AD&D.
Is Policy Same as Employer-Sponsored Plan?	Similar to the group policy. Ported policies do not include: • Income replacement benefits • Extended life benefits • Waiver of premium privileges	Different than the group policy. Converted policies do not include: • Disability benefits • Accidental Death and Dismemberment benefits

	Ported Policy	Converted Policy
Comparison Of Benefits	You may elect to continue all or part of your employer-sponsored life insurance volume. Employee: a) 100% of your basic and/or voluntary life volume b) 50% of your basic and/or voluntary life benefit when your current volume is at least $50,000 Spouse: a) 100% of their basic and/or voluntary life volume b) 50% of their basic and/or voluntary life benefit when their current volume is at least $20,000 Child(ren): a) 100% of their basic and/or voluntary life volume b) 50% of their basic and/or voluntary life benefit when their current volume is at least $4,000 Note: If you port 100% of the volume, dependent(s) must port 100% of their volume. If you port 50% of the volume, dependent(s) must port 50% of their volume within above guidelines.	The amount you may convert is based on whether coverage ended because you or your dependent(s) lost eligibility or the group plan ended. Loss of eligibility: You and/or your dependent(s) may convert as little as $3,000 up to 100% of the volume enrolled for at the time of loss. Life plan ended at a group level: Converted benefits specific to state regulations in which the group plan is written.
Eligibility	• Must be insured for coverage for at least 3 months or 91 days (refer to certificate booklet for specific details) before termination of employment AND • Must be insured for coverage at the time you wish to port • Not able to port if eligible for waiver of premium under the policy	• Must be insured for coverage at the time you wish to convert
Evidence of Insurability	May be required based on the plan design	Guaranteed conversion No Evidence required
How to Port/ Convert	Within 31 days of the end of your employer-sponsored life insurance you must: • Submit a completed application, along with any other required forms, and pay the initial premium due	

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NOTE: For plans that have both basic and optional life, and offer both conversion and portability on the life benefits, Guardian will allow you to convert or port benefits as you choose. Example: You may port one coverage and convert the other; port both coverages, or convert both coverages. *The terms of the group life insurance certificate that is being replaced should be referenced for specific contract provisions. Guardian Group Life Insurance underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not available in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Plan documents are the final arbiter of coverage. Policy Form(s) Term Life Policy Form GP-1-R-LB-90. GP-1-R-EOPT-96 and GC-Life-15-1.0. Voluntary Term Life Policy Form GP-1-R-ADCL1-00. AD&D Policy Form GP-1-R-ADCL1-00. GC-ADD-15-1.0. In New York: Term Life Policy Form GC-LIFE-15-NY. AD&D Policy Form GC-ADD-15-NY.