



GROUP LIFE

Portability vs. conversion

With Sun Life Financial Group Life and AD&D plans, employees can take their coverage with them by porting or converting. Portability and conversion help employees keep coverage when they are no longer eligible for the employer-sponsored group plan. Here's how portability and conversion work.

About portability

Portability means that you take with you—or “port”—your group coverage after employment ends. Porting is a good solution for employees who are 69 years old or younger and are not terminating employment due to retirement, illness, or injury. Ported coverage is term life insurance to age 70, and the employee pays premium for coverage directly to Sun Life.

Porting is available with Basic, Optional, and Voluntary Life and AD&D plans. Other eligibility and state restrictions may apply.

About conversion

Conversion means you change—or “convert”—your group coverage to an individual policy without having to answer any medical questions. Conversion may be a good solution for employees who are leaving a job, reducing hours, retiring, or have reached an age when group coverage may be reduced or eliminated. Converted coverage is permanent universal life insurance.

Our conversion option is called Sun Universal ProtectorPlus and is available with Basic, Optional, and Voluntary Life coverage. Conversion is not available for AD&D plans.

We make it easy

We understand that benefits administrators are busy managing personnel changes when portability and conversion become an issue. That's why we help to make these options easy for employers to communicate and easy for employees to understand.

For employers, we can provide standard portability and conversion notices that make notifying their employees of their port and conversion rights simple. Employees can then call our customer service representatives, who will review the employee's coverage and assist them with their application.

Once we have enrolled an employee, we take care of them through the duration of their coverage with Sun Life.

To learn more about how portability and conversion add value to Life and AD&D plans, call your local Sun Life Group Representative.



Portability vs. conversion with Sun Life plans

	Portability	Conversion
Description	Term life insurance protection up to age 70	Permanent universal life insurance, called Sun Universal ProtectorPlus
Coverage amounts	Employee may port the same coverage amounts as he/she had under the group policy, up to \$500,000.	Employees may convert up to the amount of coverage that is being terminated or reduced.
Eligibility	To be eligible for portability, the employee must: • be covered under a group policy that includes portability; • be younger than age 70 and terminating employment for reasons other than retirement or an illness or injury • complete and submit the completed application and premium payment to Sun Life within 31 days of employment termination or as stated in the policy. Other restrictions may apply so refer to your policy or certificate for details.	To be eligible for conversion, the employee must: • be covered by a group life insurance policy; • be terminating employment, retiring, or losing group coverage entirely or in part because of age reductions or a change of class; • complete and submit the application and first premium payment to Sun Life within 31 days of loss or reduction of coverage. Other conditions may apply so refer to your policy or certificate for details.
Dependents	Portability and Conversion are available for dependents. Please refer to the policy or certificate for details.	
Hassle-free application	1. Employer completes and gives the Sun Life portability notice to the employee 2. Employee calls Sun Life, providing employment and group policy details. Sun Life will send them a port kit with rates and an application. 3. Employee completes the application and returns it with a check for the first month's premium within 31 days. Coverage begins on the day we receive premium and approve the application.	1. Employer gives the Sun Life conversion notice to the employee. 2. Employee calls Sun Life, providing employment and group policy details. Sun Life then sends them a personalized application with rates. 3. Employee completes application and returns with a check for the first month's premium within 31 days. Coverage begins on the first day of the next month.



One Sun Life Executive Park
Wellesley Hills, MA 02481

www.sunlife.com/us

Portability features described here apply to group insurance policies purchased after July 2007. Product offerings may not be available in all states and may vary depending on state laws, regulations, and group size. Voluntary AD&D portability is subject to state availability.

Group life insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 93P-LH, 98P-ADD, 12-GP-01, 15-GP-01, 15-LF-C-01, 12-GPPort-P-01, 15-LFPort-C-01, 13-ADD-C-01 and 13-ADDPort-C-01. In New York, group life insurance policies are underwritten by Sun Life and Health Insurance Company (U.S.) (Lansing, MI) under Policy Form Series 13-GP-LF-01, 13-LF-C-01, 12-GPPort-P-01, 13-LFPort-C-01, 15-LF-GP-01, 15-LF-C-01, 12-GPPort-P-01, 15-LFPort-C-01, 13-GP-LH-01, 13-STD-C-01 and 13-ADD-C-01. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Universal ProtectorPlus is underwritten by Sun Life Assurance Company of Canada in all states, except New York, under Policy Form Number ULN-2002. In New York, Sun Universal ProtectorPlus is underwritten by Sun Life and Health Insurance Company (U.S.) under Policy Form Number ULN-2013-NY-U.

Sun Life Assurance Company of Canada is a member of the Sun Life Financial group of companies.

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