

# PERSONAL LIFE INSURANCE OR THROUGH WORK?

YOUR  
LOGO  
HERE

About 60% of workers in the United States have access to life insurance through work.<sup>2</sup> It's a valuable benefit, known as group coverage, that employers often offer inexpensively or at no cost to employees. If you get life insurance free through work, there's no reason not to take advantage of it.

But this group coverage may not be enough, particularly if you have a spouse, kids, or other family members who rely on you for their financial protection. And this insurance will not go with you if you leave or lose your job. If you do need more life insurance than what is offered by your employer, you may be faced with the question: Do I purchase an "individual" life insurance policy? Or do I just get more at work? This is known as "supplemental group" life insurance.

Feature/ Benefit	Individual Term	Supplemental Group Term
Portability	This policy is yours, it is not connected to your employer, and it provides continuous coverage, wherever you work.	Can't take policy with you if you leave the employer. If your next employer doesn't offer "supplemental group" insurance then you may need to purchase an "individual" policy to maintain the same level of coverage.
Convenience/ Underwriting	Policies are typically fully underwritten, meaning that your policy will be based on your health and other factors. There will be more questions than for the "supplemental group" insurance and may include some medical tests.	Very limited, if any at all. There may be some high-level medical questions (e.g., "Have you had a heart attack?") or a medical exam.
Premiums	Term policies lock in the premium for a fixed period (e.g., 10 years, 20 years, etc.).	Typically, premiums increase every year as you age.
Cost	Coverage is dependent on your individual circumstances via underwriting. Healthy people will typically experience lower premiums compared with "supplemental group" insurance.	Have health issues? Your premiums may be lower than for an "individual" policy because they are based on covering a group of people and not you individually.
Work Related Restrictions	An "individual" insurance policy is more likely to pay out benefits if you are not working or are retired than employer-provided coverage.	Group coverage typically requires you to be "actively" working. If you become ill or unemployed before dying, the insurance typically will not pay.
Flexibility	Can choose from a large selection of term policies, which offer a variety of optional benefits that provide flexibility.	Group coverage typically offers few or no optional benefits to help protect your family's needs. There is no personal flexibility.

## How do I decide what to do?

1. Always take advantage of any available free employer-provided insurance coverage.
2. Determine how much life insurance coverage you need to have with the help of a licensed insurance professional.
3. Get quotes for both "individual" and "supplemental group" life insurance for the coverage needed in addition to any available free employer coverage.
4. When making your decision, consider the features/benefits that are important to you: