COMMON CONCERNS

Group vs. Individual Life Insurance: Why Your Job's Policy Isn't Enough

4 min read · Guensdy Paulemon, Independent Life Insurance Broker

If your only life insurance is the policy through your employer, you may have less protection than you think — and less control over it than you'd expect.

The coverage gap

Most employer-provided policies cap out around 1-2x your annual salary — well short of what's actually needed to replace years of income and raise kids to independence.

The portability problem

Group coverage is tied to your job. If you leave or get laid off, that coverage typically doesn't come with you — and replacing it later may cost more.

Why individual coverage matters

- It stays with you regardless of your job situation
- You control the coverage amount — not an HR department's default
- Rates are locked in for the term, unaffected by employer policy changes
- It can layer on top of group coverage rather than replace it

The simplest way to think about it

Treat employer coverage as a bonus, not your foundation. An individual policy is the one that's actually yours — no matter what happens with your job.

Want to see how much of a gap you have?

Let's talk through your specific situation — no pressure, no obligation.

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