



## **Guide for FCA Salaried Retirees, Spouses and Beneficiaries for actions to take following the death of the Retiree or the Spouse**

**August 2020**

To FCA Retirees and Spouses:

This document is intended to be a guide for FCA retirees, spouses and their survivors and beneficiaries. The National Chrysler Retirement Organization (NCRO), through its Insurance Committee, is issuing this Guide to provide help in understanding the requirements and actions involving FCA benefit programs that need to occur when a retiree or spouse dies.

The Insurance Committee of the NCRO cannot provide legal advice. If you question the applicability of some of the benefits or provisions discussed in this Guide, please contact your lawyer or the respective administrator, such as Benefit Connect (BC), WageWorks (WW) or Merrill Lynch (ML).

**It is very important that the retiree, spouse, survivors, and beneficiaries have access to this document. If possible, it should be read now when you receive it, to better understand the information available. It is highly recommended that this document be kept with your other important information e.g. wills and or trusts for reference by surviving family members or future caregivers.**

**This survivor guide is regarding FCA benefits. However, a Family Guide is also being mailed separately from this document. It is a general guide for families to ensure important information is available to your survivors as well as recommended actions at the time of death.**

Jay Kuhnle, President NCRO      August 2020

Before providing specific information as it relates to survivors, this document provides the following definitions of terms used in this guide.

## **FCA BENEFIT PLANS**

### **Pension Plan**

The Pension Plan was formerly the Plan providing basic non-contributory pension benefits. The Salaried Employees' Retirement Plan (SERP) and the Executive Salaried Employees' Retirement Plan (ESERP) were merged by FCA into the Pension Plan as of December 31, 2014. This did not change any benefits. Pension benefits of some retirees/spouses have been annuitized with Athene, Prudential or other insurance companies who are responsible for the payment of such benefits.

### **Supplemental Executive Retirement Plan (SRP)**

SRP was a non-tax qualified pension plan which provided pension benefits to certain employees which were more than amounts allowed by IRS limitations in tax qualified pension plans, such as the Pension Plan, SERP and ESERP. Some plan benefits were transferred to ESERP and others were annuitized with the Hartford Insurance Company (now Talcott). The SRP plan was terminated as part of the Chrysler bankruptcy and any remaining SRP plan benefits were lost.

### **Salaried Employees' Savings Plan (SESP).**

The Salaried Employees' Savings Plan (SESP) contains assets purchased with employee pre-tax savings (401 (k)), employee after tax savings, company contributions and income on plan assets. Assets are held and administered by Merrill Lynch (ML). Distributions to retirees, spouses, beneficiaries, and estates are generally taxable except to the extent of employee after-tax savings.

### **Retiree Healthcare Care Account (RHCA)**

RHCA is a pre-tax health care savings plan whose assets are held and administered by ML. Distributions from the plan are for the reimbursement of eligible health care expenses of retirees and eligible spouses and are tax free. Claims for such expenses are processed by WageWorks (WW). Any assets remaining in the plan after the death of the retiree and any eligible spouse will be distributed in a lump sum to the designated beneficiaries or the estate and becomes a taxable death benefit. BC should notify ML of the death of the retiree or spouse. Not all retirees have an RHCA at ML.

### **Healthcare Retirement Account (HRA)**

The HRA is a health care reimbursement account for eligible retirees and spouses age 65 and over. For several years, FCA has added amounts annually to the account of up to \$1,975 for eligible retirees and up to \$1,750 for eligible spouses. The

amounts are based on the retiree's age and service at retirement. Some retirees receive more than \$1975 due to some of their pension payment having been folded into their HRA. Claims for the reimbursement of eligible health care expenses of the retiree and eligible spouse are filed with WW. Any balances in the account at the end of a year are rolled into the following year. (NOTE: Some retirees who retired before the mid -1990's elected not to join the Retiree Choice Program and therefore do not have an HRA. They are covered under an Aetna Healthcare Plan.)

### **Health Care Coverage**

Eligible retirees and eligible spouses under age 65 are covered by an FCA health care plan.

### **Optional Group Life Insurance Plan**

Certain retirees and spouses have elected to purchase term life insurance benefits under this plan. Premiums are often paid via deductions from the pension benefits. Death benefits are paid to designated beneficiaries or the deceased's estate.

### **Contact Information for the Various Administrators:**

#### **FCA**

FCA has hired third party administrators to manage/administer its benefit plans. Generally, there is no interface directly with FCA for retirees, spouse, or beneficiaries. FCA provides a website with retiree information at <https://www.fcaretirees.com>. There is no phone contact number. This site also provides the contact information shown below. FCA also provides a site with Pension information at <https://fcaretirees.mypenpay.com>.

#### **Benefit Connect (BC)**

BC is the primary administrator/record keeper for benefit plans. They are the principal contact in the event of a death, not FCA. They can be contacted by phone at 888-409-3300 or online at <https://fcabenefits.ehr.com>.

#### **WageWorks (WW)**

WW is the FCA agent that processes requests for reimbursement of eligible health care expenses from both the HRA and the RHCA. They can be contacted by phone at 877-924-3967 or online at <https://participant.wageworks.com>.

## **Merrill Lynch (ML)**

**ML** is the record keeper/custodian for assets held under both the SESP and RHCA.

They can be contacted by phone at 800-483-7283 or online at

<https://www.benefits.ml.com>

### **Further Important Information**

Note that, in the event of a death, FCA and BC do not notify the NCRO and that the NCRO does not notify BC or FCA.

For this Guide, reference to “retirees” also includes those pensioners who left Chrysler or FCA before retirement and who are receiving “vested” pensions. Those “vested” pensioners are not eligible for healthcare benefits or HRA funding from FCA. However, they may have a SESP or a RHCA at ML, if they contributed to it before they left Chrysler/FCA.

At a very difficult time, namely the loss of a family member, it can be confusing and difficult to know or understand what needs to be communicated between you and BC, WW, ML or an insurance carrier if part of your pension is paid from an insurance company. If you believe your survivors will need to access information online on the internet, it is also important to ensure that the account usernames and passwords for the retiree or spouse are available for online access to the contacts listed above.

It is extremely important that retirees and or spouses contact BC and ML (if appropriate) and verify/confirm their beneficiary designations as soon as possible. Beneficiary designations are separate elections for each plan (Pensions, SESP and RHCA and Optional Group Life Insurance).

## **BC, WW, and ML Related Actions and Information**

### **(1) Retiree Dies and there is a Surviving Spouse - Info the Spouse should know:**

#### **General and to do first:**

- Notify BC at 888-409-3300. There is no direct notification required or available with FCA. You will be asked to provide BC with a death certificate and instructed as to where to send it.
- If the pension was annuitized with Athene, Prudential, Hartford (now Talcott) or any other insurance company, a death certificate should be sent to the respective insurance company as well. BC can advise as to where to send it.

- The surviving spouse generally will be issued their own CID (Chrysler ID). The CID should be received within 14 days. For some it will have an S suffix. If the surviving spouse is not eligible to receive his/her own CID, BC should explain why not.
- If the retiree had Optional Life Insurance in force through the program offered by Chrysler/FCA, BC should notify the insurance carrier. The insurance carrier will contact the beneficiaries on file at the insurance carrier.
- The retiree, if under age 65, will be removed from any healthcare coverage with FCA then in effect and the surviving spouse, if under age 65, will continue to have FCA coverage (if eligible) until age 65 and will receive future annual coverage communications from FCA and/or BC. If details are needed, BC should be contacted.

## **Pensions**

- If the surviving spouse option was in effect, the surviving spouse is generally entitled to receive approximately 65% of the pension amount the retiree was receiving. The amount will be confirmed by the BC agent. The spouse's monthly pension will begin the first of the month following the month in which the retiree's death occurred and the retiree's pension will cease simultaneously. However, under the 10-Year Certain with 65% Surviving Spouse Option, if the retiree did not live to receive 120 guaranteed monthly payments, the balance of the unpaid 120 guaranteed monthly payments will be paid to the spouse. Thereafter, the spouse will commence to receive the 65% surviving spouse benefit.
- If the surviving spouse option was not in effect, then the pension payments will cease the month following death, unless the retiree elected the 10 Year Certain provision and the retiree died within 10 years of retirement. Then the unpaid guaranteed payments will be made to the named beneficiaries or the estate.

## **Healthcare Retirement Account (HRA), Salaried Employees' Savings Plan (SESP) and Retiree Health Care Account (RHCA)**

### **HRA**

- Retirees (not terminated vested employees) age 65+ generally were eligible for and receiving annual HRA amounts of up to \$1975, while the eligible spouse (age 65+) was receiving up to \$1750. After the death of the retiree, an

HRA will be set up in the name of the surviving spouse, if that spouse is eligible for FCA-sponsored health care coverage, including a spousal HRA if the spouse is age 65 or older, and any remaining balance will be moved to that account. Beginning in the year after the retiree passes, the surviving spouse's HRA amount ceases and generally changes to the higher "retiree" HRA amount of up to \$1975. HRA amounts are available to the surviving spouse for reimbursement of spouse's and deceased retiree's eligible health care expenses. Note that there is only a 12-month period from the date of the retiree's death to submit the deceased retiree's eligible health care expenses. Any unused HRA amounts accumulate year to year. There are retirees who retired before the mid -1990's who elected not to join the Retiree Choice Program and therefore do not have an HRA. They are covered under an Aetna Healthcare Plan.

### **SESP**

- If the retiree (or vested employee) held monies in the SESP, there should be named a beneficiary, which is generally the spouse. The funds are held by ML, and BC should notify ML of the death of the retiree. The SESP could have both pre- tax and after-tax funds. The assets in the SESP will be distributed to the designated beneficiaries or the estate.

### **RHCA**

- If the retiree is eligible for FCA-sponsored health care in retirement (prior to age 65) or receiving an HRA (age 65 and over) and:
  - the retiree's spouse at the date of death is the spouse on file at BC at the time the retiree retired, the RHCA funds will be transferred as an RHCA to the spouse if the spouse is named as beneficiary, or if no beneficiary is named. However, if the retiree has designated a beneficiary other than the spouse, the RHCA funds will be payable to that beneficiary as a lump sum.
  - the retiree's spouse at the date of the retiree's death is not the spouse on file at BC on the date of the retiree's retirement, the RHCA will be paid in a lump sum to the designated beneficiary, which may be the spouse at the date of the retiree's death. However if there is no designated beneficiary or the designated beneficiary is the spouse on file at BC at the date of the retiree's retirement, the funds may be

transferred as an RHCA to the spouse on file at BC at the time the retiree retired. However, it is uncertain to us, in the case where there is no designated beneficiary, whether the spouse on file at the date of the retiree's retirement is entitled to the RHCA. **Therefore, it is very important that the retiree keep their beneficiary designation up to date.**

- The eligible surviving spouse receiving the RHCA needs to contact ML to continue to manage the funds. BC and WW do not have knowledge regarding any fund amounts held by ML; only ML has this information. RHCA funds that are available to the eligible surviving spouse are for reimbursement of eligible health care expenses for that surviving spouse. Retiree's healthcare expenses are not reimbursable from the RHCA after the date of the retiree's death. That spouse eligible to receive the RHCA should contact BC as soon as possible to update his or her own beneficiaries.
- If the retiree is NOT eligible for FCA-sponsored health care in retirement (prior to age 65) or receiving an HRA (age 65 and over), any funds in the RHCA at the time of the retiree's death will be paid as a lump sum to the retiree's spouse at the date of the retiree's death. However, if the retiree has designated a beneficiary other than his or her spouse, the RHCA funds will be payable to that beneficiary as a lump sum.
- Beneficiary designations are separate elections for SESP and RHCA. It is extremely important that beneficiary designations are kept current.

### **HRA and RHCA**

- Funds in the HRA and the RHCA are pre-tax monies and any reimbursements for qualifying healthcare expenses are not subject to federal or state taxes. To access the funds (receive healthcare expense reimbursement), it is necessary to file a claim form with WW. Instructions for filing claims are not included in this document but are available by referring to the FCA or WW sites previously listed above. Note that the NCRO also emailed and mailed a Guide to filing claims with WW early in 2020. The information is also available on the NCRO website at [NCRO.org](http://NCRO.org).

## **Leased Company Car**

- If the retiree was participating in the Company Car Lease Program, this benefit will be discontinued. Company Car will be notified by BC of the retiree's death.
- The surviving spouse will be allowed a reasonable amount of time to either purchase or turn-in the lease vehicle(s).
- To purchase a car under the Employee Purchase Program, the surviving spouse will need their new spousal CID number, as mentioned previously.

## **(2) Spouse of Retiree Dies: Info the Retiree should know:**

### **General and to do first:**

- Notify BC at 888-409-3300. There is no direct notification required or available with FCA. You will be asked to provide BC with a death certificate and instructed as to where to send it.
- If the pension was annuitized with Athene, Prudential, Hartford (now Talcott) or any other insurance company, a death certificate should be sent to the respective insurance company as well. BC can advise as to where to send it.
- If the spouse was under age 65, and had FCA health care coverage, the spouse will be removed from the healthcare coverage with FCA then in effect and the surviving retiree, if under age 65, will continue to have FCA coverage (if eligible) then in effect until age 65 and will receive any future annual coverage communications from FCA and/or BC. If details are needed, BC should be contacted.
- If there was Spousal Optional Group Life Insurance in force, through the program offered by Chrysler/FCA, BC should notify the insurance carrier. The insurance carrier will contact the retiree or if appropriate the beneficiaries.

### **Pensions**

- If the spousal option was in effect, the retiree may cancel the surviving spouse option election and the retiree's pension will be increased by eliminating the reduction for the surviving spouse option, generally about a 5% increase. The surviving spouse option cancellation and the increased benefit, if applicable, will become effective the first day of the month following the month the death is properly reported to BC and BC has received a copy of the death



certificate and the Surviving Spouse Option Cancellation Form. The retiree should be certain to learn from BC what needs to be submitted.

- If the retiree remarries, their application to elect or re-elect the Surviving Spouse Option must be submitted to BC within the first 17 months following the marriage or remarriage. BC will provide the election form. The effective date of the election, including any retroactive deductions, will be the date of the first anniversary of the marriage or remarriage. **Note:** No spouse as the result of a post-retirement marriage or remarriage and no new dependent post-retirement may be added to the retiree's health care coverage.

### **Healthcare Retirement Account (HRA), Salaried Employees' Savings Plan (SESP) and Retiree Health Care Account (RHCA)**

#### **HRA**

- The retiree will continue to receive any HRA amount they were receiving, but any spousal HRA amount will be discontinued beginning the month following the spouse's death. Note that there is only a 12-month period from the date of the spouse's death to submit the deceased spouse's eligible health care expenses to WW for reimbursement.

#### **SESP/RHCA**

- Monies held in the SESP or RHCA are not affected, however it is very important that the retiree contact BC to update the beneficiaries.
- Beneficiary designations are separate elections for SESP and RHCA.

### **(3) Death of the Retiree without a living Spouse (Retiree was never married or was married at the time of retirement and their Spouse predeceased them):**

#### **Info the Beneficiaries or Estate should know:**

##### **General and to do first:**

- Notify BC at 888-409-3300. There is no direct notification required or available with FCA. BC must be sent a death certificate. BC can provide information on where to send it.

- If the pension was annuitized with Athene, Prudential, Hartford (now Talcott) or any other insurance company, a death certificate should be sent to the respective insurance company as well. BC can advise as to where to send it.
- If there was Retiree Life Insurance in force, BC should notify the insurance carrier. The insurance carrier should contact the beneficiaries of record with the carrier.

### **Pensions**

- Beneficiaries are generally not entitled to any pension monies, and the pension ends. However, under the 10-Year Certain provision, if the retiree did not live to receive 120 guaranteed monthly payments, the balance of the unpaid guaranteed monthly payments will be paid to the beneficiaries.

### **Healthcare Retirement Account (HRA), Salaried Employees' Savings Plan (SESP) and Retiree Health Care Account (RHCA)**

#### **HRA**

- BC does not notify the beneficiaries regarding any HRA account balance. Beneficiaries need to inquire with BC or WW as to whether there is a balance in the HRA.
- There is no payout to the beneficiaries or the estate of HRA funds. However, healthcare expenses incurred by the retiree prior to death may be submitted to get reimbursement of the remaining HRA funds.
- To receive any payments from a balance in the HRA account, claims must be submitted to WW within 12 months of the date of death of the retiree for eligible healthcare expenses incurred by the retiree. No claims will be accepted by WW beyond 12-months. Contact WW for information on how to submit claims at 877-924-3967.

#### **SESP**

- If the retiree (or vested employee) held monies in the SESP, there should be named beneficiaries. The funds are held by ML, and BC should notify ML of the death of the retiree. The SESP could have both pre- tax and after-tax funds. The assets in the SESP will be distributed to the designated beneficiaries or the estate.

## **RHCA**

- If the retiree had funds in the RHCA, the funds will be paid as a lump sum to the designated beneficiaries or if there are no designated beneficiaries, the funds will be paid to the retiree's estate. However, there is some question as to whether a former spouse, who was the retiree's spouse on file at BC on the retiree's date of retirement may be entitled to the retiree's RHCA if the retiree has no designated beneficiary.
- These funds are held at ML. BC will notify ML of the death of the retiree. ML will contact the designated beneficiaries or the estate. RHCA funds are not available to the beneficiaries or the estate for reimbursement through submission of the deceased retirees' healthcare expenses. A strategy could be to file eligible claims prior to the retiree's death if the opportunity exists.

### **(4) Death of the Surviving Spouse with the Retiree having predeceased the Spouse: Info the Beneficiaries or Estate should know:**

#### **General and to do first:**

- Notify BC at 888-409-3300. There is no direct notification required or available with FCA. BC must be sent a death certificate. BC can provide information on where to send it.
- If the pension was annuitized with Athene, Prudential, Hartford (now Talcott) or any other insurance company, a death certificate should be sent to the respective insurance company as well. BC can advise as to where to send it.
- If there was Spousal Optional Life Insurance in force, BC should notify the insurance carrier. The insurance carrier should contact the beneficiary of record with the carrier.

#### **Pensions**

- Beneficiaries or the estate are generally not entitled to any pension monies, the pension ends. However, under the 10-Year Certain provision, if the spouse did not live to receive the retirees' 120 guaranteed monthly payments, the balance of the unpaid guaranteed monthly payments will be paid to the beneficiaries.

## Healthcare Retirement Account (HRA), and Retiree Health Care Account (RHCA)

### HRA

- BC does not notify the beneficiaries or the estate regarding an HRA account balance. Beneficiaries need to inquire with BC or WW as to whether there is a balance in the HRA.
- There is no payout to beneficiaries of HRA monies. However, healthcare expenses incurred by the spouse prior to death may be submitted to get reimbursement of the remaining HRA funds.
- To receive any payments from the balance in the HRA account, claims must be submitted to WW within 12 months of the date of death for eligible healthcare expenses incurred by the respective retiree or spouse. No claims will be accepted beyond 12-months after each respective death. WW. Contact WW for information on submitting claims at (877)-924-3967.

### RHCA

- If the spouse had funds in the RHCA, the spouse's named beneficiaries are entitled to a lump sum payment. If there are no beneficiaries designated, the account is payable to the spouse's estate. These funds are held at ML. BC will notify ML of the death of the retiree and/or spouse. ML will contact the designated beneficiaries.
  - RHCA funds, if any, are not available to the beneficiaries for reimbursement of the deceased spouse's healthcare expenses. A strategy would be to file eligible claims prior to the spouse's death if the opportunity exists
  - RHCA funds remaining following the death of the spouse are payable as a taxable lump sum death benefit to the spouse's beneficiaries designated for the RHCA or to the spouse's estate if no beneficiary was named. **Therefore, it is very important that you have named the beneficiary whom you want to receive any remaining RHCA funds.**

**Disclaimer:** This document was prepared by the NCRO's Insurance Committee and is intended as a guide which the NCRO believes provides information that FCA retirees, spouses and beneficiaries should have available. While every effort was made to provide accurate and complete information at the time it was prepared based on discussions with FCA and on FCA documents and websites publicly available to FCA retirees, the NCRO makes no warranties concerning the information, either expressed or implied, including but not limited to implied warranties of merchantability and fitness for a particular purpose. Questions or concerns may be directed to the NCRO's Insurance Committee at [InsCom@NCRO.Org](mailto:InsCom@NCRO.Org) or (248)-633-2827, or directed to BC or WW as appropriate. August 2020