

OUR CONDOLENCES ON YOUR LOSS

We are deeply saddened to hear about the loss of your loved one. Please accept our heartfelt sympathy. We know that you may have questions or might need resources to lean on, so we created this document to help you during this difficult time.



BENEFITS COVERAGE

When you lose a loved one, you will likely have questions about your benefits coverage and options.



MEDICAL, DENTAL AND VISION BENEFITS

All benefits coverage will end at midnight on the date of the employee or dependent's passing.

Hertz Employees

If you experience a loss of a covered dependent, you have 31 days, following the death, to remove them from any benefit coverage by initiating a Qualifying Life Event. If necessary, be sure to update your beneficiaries to reflect any impact this might have. You can do so by going to www.hertzbenefits.com.

Dependents of Hertz Employees

If you have been covered on the Hertz benefits, as the dependent of a deceased Hertz employee, you will be able to exercise your rights under COBRA to enroll in new benefits after the loss of the loved one who covered you.

Dependents will have the opportunity to continue medical, dental and vision coverage under COBRA. You will receive a COBRA Qualifying Event Notice from our benefits administrator. It will be sent to your home address, within approximately 10 days after your benefits end. If you wish to enroll in COBRA, you must make a timely application, and make your first payment, before any benefits will be reinstated under COBRA. These benefit elections will be retroactive to the date the coverage ended.



LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

Contact The Hartford at **888-755-1503** to begin the claim process for life and AD&D insurance benefits. The policy number is **GL-803546**.



GROUP ACCIDENT, HOSPITAL INDEMNITY, CRITICAL ILLNESS

If you've experienced the loss of a loved one you may be entitled to a benefit pay out if your loved one was covered by Group Accident, Hospital Indemnity, and/or Critical Illness benefits. To initiate a claim under any of these policies, contact the Hartford at **866-547-4205**. You can see what coverage may be available by reviewing the most recent Hertz employee benefits summary.



HEALTH SAVINGS AND FLEXIBLE SPENDING ACCOUNTS

If the loss of your loved one results in a coverage tier change, you may need to update your account contributions to follow the IRS limits. If you no longer have qualifying dependent children, you must initiate a Qualifying Life Event and waive the Dependent Care FSA. It's best to consult a tax attorney if you have questions regarding either the HSA or FSA rules.

Upon the death of an HSA account holder, any remaining funds in the Health Savings Account transfer to the beneficiary named in the HSA beneficiary designation form. If no beneficiary is named, the funds transfer based on the custodial account agreement. You can get assistance with this process by contacting Optum Customer Care at **866-234-8913** or visiting www.optumbank.com.



401(K) INCOME SAVINGS PLAN

Upon death, 401(k) is passed to the beneficiary listed on the plan. 401(k) benefits can be accessed by contacting Fidelity, our 401(k) administrator, at **800-835-5095** between 8:30 a.m. to 8:30 p.m. ET, Monday through Friday.



HERTZ PENSION PLAN

If you are enrolled in the Hertz pension plan, upon death, the Hertz Pension Plan is passed to the beneficiary listed on the plan. Pension benefits can be accessed by contacting the Hertz Pension Center at **866-819-8399** between 9 a.m. and 6 p.m. ET, Monday through Friday.



Review and Update Your Beneficiaries

Keeping your beneficiaries up to date is the best way to ensure your benefits are distributed appropriately in the event of your death. If you have lost a beneficiary, you can review and update your beneficiaries at www.hertzbenefits.com.

EMOTIONAL, FINANCIAL AND LEGAL SUPPORT

Hertz employees and dependents have access to programs that can help you make arrangements and manage loss.



EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP), through SupportLinc, is here to support you during your time of grief. Get support for grief, depression, anxiety and much more with up to five no-cost counseling sessions, in-person or through video. The EAP can also help you navigate financial and legal issues you may run into due to the loss of your loved one.

Employees and their immediate family members can access the services of EAP Counselors at no cost. This service is available 24 hours a day, 7 days a week by calling **888-881-5462** or online at www.supportlinc.com with the group code: **hertz**.



BENEFICIARY ASSIST COUNSELING SERVICES

When you are dealing with the emotional, financial, and legal issues that arise after a loss, Beneficiary Assist Counseling Services, through our life insurance carrier, The Hartford, is here to provide assistance and support. You have access to unlimited phone contact, as well as five face-to-face sessions, with a counselor, attorney, or financial planner for up to a year following the life insurance claim. For more information, please call **800-411-7239**.



FUNERAL CONCIERGE SERVICES

Planning a celebration of life while in the throes of grief can feel overwhelming. Funeral Concierge Services through our life insurance carrier, The Hartford, help you make confident, informed decisions, understand your options and stay within budget during difficult times. You can access benefits by calling **866-854-5429** or by visiting www.everestfuneral.com/hartford (group code: **HFEVLC**).



ADDITIONAL HELP

*Please know that while we have provided all these resources here for your convenience, the Hertz benefits team is always available to assist you as well. You can most easily contact us at hrbenefits@hertz.com or by calling **800-654-3373**, extension #3. Specialists are available between 9 a.m. to 6 p.m. ET, Monday through Friday.*

Important Notice: This information is not intended to be a legal contract or specific promise of benefits. In all cases, the formal plan documents will govern the Hertz benefit plans and programs. Hertz reserves the right to amend and/or terminate its benefit plans or programs in whole or in part, from time to time, at its sole discretion. For more details, refer to applicable plan documents, available on HertzBenefits.com, or by contacting hrbenefits@hertz.com.