

Separation of Employment Frequently Asked Questions (US Employees)

The following FAQs are based on assumptions of a voluntary resignation of employment for non-union employees. Additional information may also apply to those departing due to Retirement. These FAQs are designed to answer a variety of questions, whether you participate in a program or not. Please contact AskHR at (800) 654-3373 or AskHR@hertz.com Monday through Friday from 8:00 a.m. CT through 5:30 p.m. CT for additional information in these circumstances.

Employee Benefits - Employee Benefits FAQs are based upon plan provisions for non-union Hertz benefit plans.

Medical, Dental, and Vision Benefits

1. When do my benefits end?

If you are currently enrolled in the Hertz medical (including prescription), dental, and/or vision plans, your coverage under these plans ends on the date your employment terminates, and you will be provided with an opportunity to elect to continue coverage under COBRA (Consolidated Omnibus Budget Reconciliation Act), if eligible.

2. Am I eligible to continue coverage beyond my termination date?

Once your coverage terminates, a COBRA Notice will be mailed to your last known address as it appears in the Hertz payroll system. If eligible, your coverage will be reinstated retroactively to the coverage end date once your election form and first month's payment are received by the COBRA administrator. The cost for continuing coverage under COBRA shall be borne solely by you and not by the Company. Any claims incurred during your Cobra election period can be submitted to the insurance carrier for reconsideration once your coverage has been reinstated. If you have any questions after receiving your COBRA Notice, or if you have any subsequent eligibility or billing inquiries, please contact the COBRA Administrator, Businessolver, at (800) 654-3373 and select option #3.

3. What happens to the funds in my Health Savings Account (HSA)?

If you are participating in the Hertz HSA, you will have access to your HSA funds after you separate from the company. The balance in your HSA is 100% your money. In 30-60 days from date of separation from the Company, your balance will be transferred from an employer provided account to an individual account with Optum Bank (you will be responsible for paying the monthly administration fees which will automatically be deducted from your account). You can continue to use debit card to pay for all your eligible medical, Rx, dental and vision expenses at any time in the future until you exhaust your balance. If you have questions about your HSA you can contact Optum Bank's Customer Care at 1-866-234-8913.

All other coverage (Life Insurance, Accidental Death & Dismemberment Insurance, Disability Insurance, and all Voluntary Coverage) will terminate on your last day of employment. Continuation of these benefits (except for Disability, which cannot be continued) is subject to strict election and payment timelines; please read the information below carefully and be sure to take prompt action and adhere to all deadlines or you could lose the opportunity to continue benefits.

Employee and Dependent Life Insurance

Am I eligible to continue coverage beyond my termination date?

You may be able to continue your life insurance benefits when your coverage under the Hertz Custom Benefit Program terminates, by either converting it to an individual whole life policy, or porting your current group term life coverage, but on an individual basis. You must apply and pay for the continued coverage during the 30-day period following your termination date and all future payments after your enrollment has been approved. You and your enrolled dependents are not required to provide proof of good health in order to continue your coverage. Continuation of life insurance is handled directly by the insurance carrier, The Hartford. The continued policies are essentially "individual insurance" and they are priced by The Hartford individually for each covered person. You may elect to continue 50%, 75%, or 100% of the amount of life insurance which is ending for you or your dependent. However, the amount of life insurance that may be continued will not exceed \$250,000 for you, \$50,000 for your spouse; or \$10,000 for your dependent child(ren). **To obtain an application and/or a quote, please contact The Hartford directly at (888) 755-1503. When calling, you will need the following Hertz policy number: GL-803546.**

Optional Accidental Death & Dismemberment Insurance (AD&D)

Am I eligible to continue coverage beyond my termination date?

Optional AD&D benefits will terminate on your last day of employment and are not able to be continued.

Employee Assistance Program (EAP)

Am I eligible to continue to access the EAP benefits beyond my termination date?

EAP services are administered through SupportLinc program and are available up to 90 days beyond your last day of employment. To access services, call 888-881-5462, or go to www.supportlinc.com. If you're a first-time user, click on the Register tab. The group code is hertz.

Disability Insurance (Short-Term and Long-Term Disability)

Am I eligible to continue coverage beyond my termination date?

Short-Term and Long-Term Disability benefits terminate on your last day of employment and are not able to be continued.

Health Care and Dependent Care Spending Accounts (FSAs)

How long can I continue to file FSA claims beyond my termination date?

Health Care FSA debit cards are de-activated on your last day of employment. You can continue to file claims for reimbursement through the end of the plan year, under both the Health Care and Dependent Care FSAs, for services incurred while you were employed and participating.

In certain circumstances, employees may be able to elect COBRA for their Health Care FSA or Limited Purpose Health Care FSA (HCFSA or LPFSA). In order for a HCFSA or LPFSA to be eligible for COBRA continuation, there must be a positive balance as of the date of employment termination, and you will be responsible for paying the monthly premiums on an after-tax basis. If you have any questions about COBRA eligibility, please contact the COBRA Administrator, Businessolver, at (800) 654-3373 and select option #3.

Voluntary Benefits: Legal Services, Identity Protection, Critical Illness, Accident and Hospital Indemnity Insurance

Am I eligible to continue coverage beyond my termination date?

Any policies you currently hold under the Voluntary Benefits program are portable, meaning you can continue your coverage when you leave Hertz. You must enroll within 30 days of your termination date.

- To continue your Legal Plan, please contact MetLife's Client Service Center at (800) 821-6400.
- To continue your Identity Protection Insurance, please contact Allstate at (800) 789-2720.
- To continue your Critical Illness, Accident, and/or Hospital Indemnity Insurance, please contact The Hartford at (866) 547-4205.

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 the Hertz Custom Benefit Program Summary Plan Description, contact the program or plan carrier, or contact AskHR at (800) 654-3373 or AskHR@hertz.com.

401(k) Plan

What will happen with my 401(k) Savings Plan Account?

If you are a participant in the Hertz Corporation Income Savings Plan, your termination date will be provided to Fidelity, our 401(k) recordkeeper. A distribution package will be mailed to your home address, as it appears in the Hertz payroll system, within two to four weeks. The distribution package contains instructions on how to file a distribution request. If your current account balance is:

- Under \$1,000, you will be required to take an immediate distribution
- Over \$1,000, you can elect to either take a distribution or leave the funds in the your account (at age 72, you will be required to take a minimum distribution each year).

When electing a distribution, you have the option of either receiving a direct payout in a lump-sum or you may rollover the taxable portion of your vested account to an Individual Retirement Account (IRA) or another tax-qualified plan such as another employer's 401(k).

If you have not received your distribution packet within two to four weeks after your termination date, or if you have any questions concerning your account, please contact Fidelity directly at (800) 835- 5095.

What if I have an outstanding 401(k) loan?

If you have an outstanding 401(k) loan balance and would like to pay it off, please call Fidelity at (800) 835-5095. You will be advised of the process to pay off your remaining loan balance. If you do not wish to pay off your loan balance or if it is not paid off within 90 days, it will be deemed to be "in default". This means the outstanding loan balance will be considered as taxable income. Early withdrawal penalties may also apply.

Pension Plan**May I take a benefit distribution from the Hertz Pension Plan?**

You must be at least 55 years old and have a vested benefit in the Hertz Cash Balance Pension Plan in order to collect your pension benefit. If you have a vested benefit in the Hertz Cash Balance Pension Plan but are not yet age 55, your account balance will continue to earn interest, but you cannot request a distribution until you are at least 55 years old. You can access the Hertz Pension Center website (www.myplansconnect.com/Hertz) to review your estimated accrued benefit, run estimates to see how much your benefit may be at various dates, and initiate benefit commencement. You can also call the Hertz Pension Center at 866-819-8399 (between 9am and 6pm ET, Monday through Friday) if you have questions or need help with your pension benefit.