

## Aptiv Life Insurance – Hourly

### Frequently Asked Questions

#### **1. An employee or dependent has recently passed away. What should I do about reporting the death? How do I handle life insurance, health care or paycheck issues?**

For an **employee death**, contact Human Resources at the location where the employee worked as soon as possible. This will initiate the process for life insurance, health care and payroll purposes. The beneficiary or next of kin should contact the Fidelity Benefit Center at 1-877-389-2374 to start the process of transferring the assets in the Personal Savings Plan (PSP) to the beneficiary.

For a **dependent death**, contact the Fidelity Benefits Center at 1-877-389-2374 to initiate the process for any life insurance benefits that may be payable, as well as for any health care questions.

#### **2. Who is the carrier for my life insurance coverages?**

Metropolitan Life Insurance Company (MetLife) is the carrier for life insurance and personal accident insurance coverage.

#### **3. Why can't I get the amount of my life insurance over the phone?**

To protect your privacy, you may securely view and print your current coverages on this site ([www.netbenefits.com](http://www.netbenefits.com)). You may also call the Fidelity Benefits Center at 1-877-389-2374 if you need assistance.

#### **4. When should I review my beneficiary designation?**

You should review your beneficiary designation on a regular basis, and whenever a significant change in your family situation occurs, such as marriage, divorce, birth of a child, or the death of your spouse.

#### **5. How can I change the beneficiary for my life insurance coverage?**

You may update your beneficiary(ies) on this site ([www.netbenefits.com](http://www.netbenefits.com)). You may also call the Fidelity Benefits Center at 1-877-389-2374 if you need assistance.

#### **6. How will my life insurance be paid out to my beneficiaries?**

Assuming your beneficiary information is up to date, your life insurance will be paid in a lump sum within a few weeks. At that time, your beneficiary will have the convenience of immediate access to any or all their proceeds, through an interest-bearing account with unlimited draft-writing privileges.

#### **7. Can I borrow against my basic life insurance?**

No. Your basic life insurance is term insurance and has no loan or cash value.

Aptiv reserves the right to amend, modify, suspend, or terminate all benefit plans or programs in whole or in part, at any time.

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**8. I've just been told I'm terminally ill. Can I access any of my basic life insurance to help me and my family with expenses?**

Yes. The Accelerated Benefits Option allows you to receive up to 50% of your basic life insurance if you have been diagnosed with less than 12 months to live. This can help you and your family meet medical and other related expenses at this difficult time.

Keep in mind that receipt of accelerated benefits may affect your eligibility, or that of your spouse or your family, for public assistance programs. You should consult with social service agencies concerning the effect that receipt of accelerated benefits will have on public assistance eligibility for you, your spouse or your family. In addition, tax laws relating to accelerated benefits are complex and limitations may apply. You should consult with an independent tax advisor about your own circumstances.

**9. Can I convert optional life, dependent life and personal accident insurance if my employment terminates?**

You may convert optional and dependent life insurance. Conversion is available when you terminate employment, or if optional and/or dependent life insurance cancels when basic life insurance cancels. Conversion is not available if coverage cancels due to non-payment of premiums.

Personal accident insurance may not be converted under any circumstances.

**10. My spouse named our minor child as the primary beneficiary for basic life insurance. Will I automatically have control of the proceeds upon my spouse's death?**

Generally, a parent will not automatically gain control over life insurance proceeds payable to a minor child. If the proceeds are set up for the minor, neither the minor child nor the minor's surviving parent will have access to the proceeds until the minor becomes of legal age under applicable state law, or the surviving parent is appointed guardian of the child's estate by a court. You or your spouse may wish to consult with an attorney regarding such a beneficiary designation in your state.

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