Information for the Surviving Spouse

(Update: **October 2008**)

Surviving spouses of AVCO and Textron employees have a right to continue certain benefits. ***Continuation of benefits does require action on the part of the surviving spouse to receive these benefits.*** Since the benefits vary for each employee, this brief document points out areas where action on the part of the spouse is or may be required.

Textron Benefits Center: Textron outsources the administration of all of its benefits to Fidelity. Fidelity maintains the "Textron Benefits Center." Questions pertaining to ***all*** benefits to include pension, medical, dental, and life insurance and 401K, should be addressed to the Textron Benefits Center at 1-866-698-9847. **Both the Textron/Fidelity Benefits Center and Social Security (1-800-772-1213) must be notified in the event of a participant's death.**

Pensions: Retirees were provided with many options for receiving pensions. **Call the Textron Benefits Center to find out what survivor benefit option and beneficiary designation were made.** Many employees selected a 50% survivor benefit; others may have selected a single life pension.

Medical Insurance: In some cases, a surviving spouse is entitled to lifetime medical benefits. **Check with the Textron Benefits Center to find out if you qualify.** Make sure you receive the yearly notice of medical benefit changes and follow instructions on enrollment. You should receive a letter from Textron every October or November about the following year's benefit schedule. Call Textron if you do not get this letter. ***Remember — you are responsible for sending in premiums for medical insurance***. Find out where to send them or have them automatically deducted from a pension check.

Life Insurance: Many employees may be entitled to life insurance benefits. **Find the insurance data in the separation papers and call the Textron Benefits Center to confirm your benefit.** There were many variations in insurance coverage depending on when you or your spouse retired.

401ks and IRAs: 401K plans and IRAs are normally transferred to the spouse as the primary beneficiary. Transfers have a 60day time limit to avoid taxes. TSRA does not advocate for any product or service. However, you may wish to inquire about the Fidelity "Spousal Support™" financial counseling service when providing notification of the death of a spouse. **In any case, these are complicated plans and you should seek financial advice particularly in the area of beneficiary designation and changes in beneficiary. Get advice on the most effective withdrawal method when you reach the age for mandatory withdrawals.**

Beneficiaries: Many people do not review the beneficiary designations on important papers such as insurance, savings plans etc**. Upon the death of a spouse these should be carefully reviewed to reflect your current wishes.** These beneficiary designations should be reviewed periodically to reflect your current situation.

Veterans: Deceased veterans are entitled to burial and other benefits. Proof of service is denoted in U.S. Government Form DD 214. **Contact your local town veterans' services office for details.**

Summary: If you need more help in this transition period, you may contact one of the Retirement Benefits Committee Chairpersons by email at either bpirish@verizon.net or guyberube@verizon.net or by calling either (978) 686-5351 or (978) 685-0114.