

Death Benefits

1 Who is eligible for a TVA-funded death benefit through the TVA Retirement System if I die while employed at TVA?

Members of the TVA Retirement System (TVARS), with more than 10 years of TVARS service as of 10/01/2016 and did not elect a benefit change in 2018, your beneficiary is entitled to Retirement System benefits based on both your contributions, if any, and a TVA-funded death benefit. These benefits will be payable to your estate if you do not have a valid beneficiary designation on file.

2 If I am eligible for a TVA-funded death benefit through the TVA Retirement System, what will my beneficiary receive?

- If you are an Original Benefit Structure member, your beneficiary is entitled to a payment equal to 50% of your base salary, plus five-twelfths (5/12) of one percent of your base salary for each month of creditable service, up to a maximum of 200% of your base salary. Creditable service includes any unused sick leave, forfeited annual leave, and pre-TVA employment military service for which you have made the required deposit. Unused sick leave and forfeited annual leave can increase the total to more than 200% in some circumstances. However, this is not true for pre-TVA employment military service. You do not have to be vested at the time of death for your beneficiary to be eligible for this benefit. If your beneficiary is eligible and elects to receive death-in-service benefits in the form of a monthly benefit, that benefit will not be less than if you had retired immediately preceding your death and had elected an Option 2 (100% survivor benefit) retirement.
- If you have a Cash Balance Account and had more than 10 years of TVARS service as of 10/1/2016 and did not elect a benefit change in 2018, your beneficiary is entitled to receive the higher of (1) the value of your Cash Balance Account or (2) a payment equal to the above-mentioned benefit for a participant in the Original Benefit Structure. If your beneficiary is eligible and elects to receive death-in-service benefits in the form of a monthly benefit, that benefit will not be less than if you had retired immediately preceding your death and had elected an Option 2 (100% survivor benefit) retirement.

3 What if I am not eligible for a death benefit from the TVA Retirement System?

If you first became a TVARS member on or after 01/01/1996 and had less than 10 years of TVARS service as of 10/01/2016 or elected a benefit change in 2018, your beneficiary is entitled to a core \$50,000 term life insurance benefit provided by TVA. Your beneficiary will also be entitled to a lump-sum payment of the value of your Cash Balance Account.

4 Who is my beneficiary?

Your beneficiary is the person or persons you named on forms filed with the Retirement System. If you first became a member of the System after January 1, 1990, you must name your spouse, if any, as your beneficiary to receive your TVA-funded vested benefits, unless your spouse completes a consent form allowing you to name another person. Employees who first became a member of the System before that date may name anyone they choose. If you name a minor child as a beneficiary and the child is a minor at the time of your death, payments can only be made to a court-appointed guardian of the minor child's estate.

5 What benefits will my beneficiary receive based on my contributions to the Fixed and Variable Funds?

Your beneficiary is entitled to the contributions, if any, you have made to the Fixed and/or Variable Fund(s) and the earnings on those contributions.

6 Will my beneficiary be eligible for the supplemental benefit?

If your beneficiary is your spouse and he or she elects the monthly benefit, he or she may be eligible for the supplemental benefit. If, at the time of death, you meet the following eligibility requirements:

- Actual age 55 or older with 10 years of service, benefit would begin immediately.
- Actual age 50 with 10 years of service, benefit would begin when you would have been 55.
- Less than actual age 50, no supplemental benefit is payable.

7 Will my beneficiary receive cost-of-living adjustments after I die?

Yes, if your beneficiary elects the monthly benefit. Your beneficiary will be entitled to receive any cost-of-living adjustments effective on January 1 of the year following the year the monthly benefit begins.

8 Will my beneficiary be eligible to elect the level income plan?

If your beneficiary is your spouse and elects a monthly benefit, he or she may be eligible for the level income plan. The level income plan is an optional plan intended to provide beneficiaries with approximately the same amount of monthly retirement income before and after Social Security benefits are payable, assuming the beneficiary begins receiving widow/widower Social Security benefits at age 60. To be eligible for the optional level income plan, a beneficiary must be eligible for a future Social Security benefit and be younger than age 60. Beneficiaries may choose the optional level income plan to temporarily increase their TVA pension benefit until age 60 when they are first eligible to begin receiving widow/widower Social Security benefits. Then, at age 60, the TVA pension benefit is permanently reduced for life. For additional information, contact the Retirement System.

9 At my death, what happens to my 401(k) Plan balances?

Your beneficiary is entitled to all of your 401(k) Plan balances, including any TVA contributions. You do not have to be vested at the time of death. The beneficiary for the 401(k) Plan may be different from the beneficiary for your Retirement System benefits.

10 What happens if I have an outstanding 401(k) loan at my death?

Your beneficiary will have the option of repaying the loan within 120 days. If he or she elects not to repay the loan, the appropriate portion of the outstanding balance will be reported as a taxable distribution to the IRS. Under these circumstances, early withdrawal penalties will not apply.

11 Will my beneficiary be able to defer distribution of my 401(k) Plan balances?

If your spouse is your beneficiary, he or she may defer distribution until you would have reached age 70 1/2, while any beneficiary who is not your spouse may defer distribution for up to five years.

12 Where can I or my beneficiary get information about benefits such as FEGLI, Supplemental Life Insurance, unpaid earnings, and annual leave?

At the time of your death, your beneficiary will receive information from TVA Employee Benefits about these benefits. If you currently have questions, you can call TVA Employee Benefits at 888-275-8094.

Should there be any conflict between the information in this document and the provisions of the various plans, the plan provisions and not this document shall be controlling.

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