DEATH IN THE FAMILY

Dealing with the death of a family member can be painful and difficult. Not only are you grieving the loss of a loved one, but there are many decisions you need to make. This help page will guide you through many of the alternatives you should consider concerning your benefits and coverage, and will hopefully relieve some of your stress.

THINGS TO CONSIDER

- Following the death of an employee or retiree, DMBA waives the health plan premium for one year for surviving spouses and dependent children.
- This waiver doesn’t apply to retiree dental coverage, supplemental life coverage, or if the employee or retiree was on COBRA immediately before death.
- Although life coverage benefits are generally tax-free, retirement and Deseret 401(k) Plan benefits are subject to state and federal income tax. Consider contacting a professional tax advisor to help with your personal situation.

CHECKLIST

If an employee or retiree dies:
- Send us a certified copy of the death certificate.
- Notify the deceased participant’s employer.
- Make sure we receive any death-related medical claims within 12 months from the date services were received.
- Review your health plan and life coverage options as a surviving spouse.
- Consider contacting professional legal and tax advisors.

If a spouse or child dies:
- Send us a certified copy of the death certificate.
- Update your beneficiary information on file at DMBA.
- Consider updating your IRS Form W-4 with your employer.
- Consider adjusting your Flexible Spending election within 60 days of death.
- Create or update your will or trust.
- Review your group auto and home insurance, if applicable.

FREQUENTLY ASKED QUESTIONS

Can DMBA discuss death benefits with anyone in the family?

No. DMBA can only discuss death benefits with:

- The personal representative or executor of the individual’s estate.
- A beneficiary, when discussing that beneficiary’s specific
benefit. DMBA is unable to provide one beneficiary with information about other possible beneficiaries or their benefits.

- A trustee, if the individual has named a specific trust as a beneficiary.

DMBA does not disclose your personal identifiable or specific information about your retirement plan or beneficiaries to anyone else, including your spouse and family members, without your express permission or as required by law. Please contact DMBA if you wish to grant permission to any other individuals.

What happens to the Deseret 401(k) Plan account of a deceased participant?

We will mail paperwork to the beneficiary outlining the options available. If no beneficiaries are named, DMBA will await instructions from the personal representative or executor of the individual’s estate.

What if the deceased participant had an unpaid Deseret 401(k) Plan loan?

If the beneficiary is the spouse, the loan can be paid off or the unpaid balance will be considered taxable income for the year. If the beneficiary is not the spouse, the unpaid loan will be treated as taxable to the estate.

What if there isn’t a beneficiary on record or the beneficiary has already died?

Generally, the participant’s account will be distributed to the spouse if he or she was married. If the spouse is also deceased, the account will be distributed to the participant's estate. If the participant is single and without beneficiaries, the account will be distributed to the participant’s estate. In either case, the family must contact an attorney to have a personal representative appointed to represent the estate. The personal representative should then contact DMBA.

What if the beneficiary is a minor?

The court must appoint a guardian to receive benefits on behalf of the minor beneficiary. If a guardian is not appointed, DMBA will hold the funds until the beneficiary comes of age and requests the money.

What if the beneficiary is a trust?

DMBA will pay benefits to the trust account. Please have the trustee contact us.

What about retiree dental coverage?

Senior Dental Plan coverage is only available for surviving spouses and dependents who already had the coverage before the retiree passed away. So if a retired employee didn't have dental coverage before dying, the surviving spouse cannot enroll.

What about life coverage?

Surviving spouses may be eligible for $5,000 of Supplemental Group Term Life (SGTL). Those who didn't already have life coverage must meet certain health standards to qualify. If you were already enrolled in SGTL and later become a surviving spouse, your coverage amount will continue as outlined by the plan.

This information is provided as a service to help you make informed decisions. Nothing in this information should be considered legal, financial, investment, or medical advice. As with any major life event, you should consult with qualified professionals of your choice who can provide you with appropriate counsel and advice. We have made every effort to accurately describe the benefits and ensure that information given to you is consistent with other benefit-related communications. However, if there is any discrepancy or conflict between information in this document and other plan materials, the terms outlined in the Legal Plan Document will govern. You can view the summary plan descriptions by logging into www.dmba.com.