



**ORGANIZATION OF AMERICAN STATES
RETIREMENT AND PENSION FUND**

PROVIDENT PLAN

DESIGNATION OF BENEFICIARIES IN THE EVENT OF DEATH WHILE IN SERVICE¹

Name of participant: _____ Employee number: _____

Entry Date of Participation in the Provident Plan: _____

Mr. Secretary-Treasurer:

Having read the attached section titled "**Information**," I hereby wish to inform you that, should I die while participating in the Provident Plan, I designate the following person(s) as the beneficiary(ies) of my Provident Plan account, as set forth below. I understand that any amount or percentage of my account that I do not expressly assign to a beneficiary will be turned over to my spouse or, in the absence thereof, to the representative of my estate for distribution in accordance with my will or in the absence of a will, with the law governing intestate succession.

Primary beneficiary(ies):

Percentage/Amount	Name of Beneficiary	Relationship	Address
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Secondary Beneficiary(ies): will collect only if the primary beneficiary(ies) has(have) died.

These designations shall prevail over any provisions in my will.

Signature of Participant: _____

Witnesses Declaration:

Signed by _____, participant, on this _____ day of _____ of the year _____ in our presence; and in the presence of the participant and of each other, we have hereunto subscribed our names as attesting witnesses.

Signature: _____

Signature: _____

Name: _____

Name: _____

Address: _____

Address: _____

¹ Before completing this form, please read the instructions under the heading "INFORMATION."

DECLARATION OF CONSENT BY THE PARTICIPANT'S SPOUSE

By this declaration, I give my consent to the Designation of Beneficiaries made by my spouse _____, dated _____, _____, in this document with regard to his/her Provident Plan account. I understand that I am not obliged to give my consent and I declare that I am doing so for this Designation of Beneficiaries in a completely voluntary fashion. I also understand that, without my consent signed before a Notary Public, the Designation of Beneficiaries would be null and void and I would be the sole beneficiary of the funds in this account in the event of my spouse's death while in service. Similarly, I understand and declare that my consent to the Designation of Beneficiaries contained in this instrument is irrevocable. However, I am further aware that the participant reserves the unilateral right to revoke this Designation of Beneficiaries, and therefore I declare that, in the event of such revocation, this consent shall be null and void.

Signature: _____

Name: _____

Signed before me, on this _____ day of _____ of the year _____.

Signature and Seal of Notary Public

INFORMATION

Article 1, paragraph 1.3, of the Provident Plan provides that in the event of the death of a participant in the Provident Plan, his or her spouse shall be the beneficiary (in other words, the person entitled to receive the funds from the deceased's account). The same article also provides that, in the absence of a spouse, the funds shall be turned over to the representative of the participant's estate or, in other words, the person responsible for distributing the estate of the deceased participant, in accordance with his or her will or, in the absence of a will, in accordance with the law governing intestate succession. However, the same article recognizes the participant's right to designate other beneficiaries to receive all or part of the funds from his or her Provident Plan, provided that it is done with spousal consent. Further, it recognizes the right to an unmarried participant to designate beneficiaries. The Designation of Beneficiaries Form is the instrument whereby participants in the Provident Plan, whether married or not, may designate such beneficiaries.

A participant may designate one or more primary and one or more secondary beneficiaries. The primary beneficiary is the person designated by the participant to receive the entire account, a percentage thereof, or an amount indicated on the form, provided that the beneficiary is alive at the time of the participant's death. The secondary beneficiary is the person designated by the participant to receive all or part of the funds of the account assigned to one or more primary beneficiaries, when the primary beneficiary does not survive the participant.

Each time that the participant designates a new beneficiary he or she should obtain spousal consent.

If the participant does not designate a primary beneficiary, the entire account will be turned over to his or her spouse, if there is a spouse. Otherwise, it will be turned over to the representative of the estate for distribution in accordance with participant's will or, in the absence of a will, in accordance with the law governing intestate succession.

If the participant does not designate a secondary beneficiary or secondary beneficiaries to receive the funds assigned to one or more primary beneficiaries that predeceased him or her, such funds shall be turned over to the representative of the estate for distribution in accordance with the participant's will or, if there is no will, in accordance with applicable intestate succession law, unless the designation of the beneficiary expressly states that in the absence of a primary beneficiary, the spouse shall receive the funds. Similarly, if a secondary beneficiary does not survive the participant, the funds assigned to that secondary beneficiary who died shall be turned over to the representative of the participant's estate for distribution in accordance with applicable law, unless it has been expressly stated on the form that in the absence of a secondary beneficiary, the benefit shall be passed to the spouse.

Natural and juridical persons may be designated as beneficiaries. The fiduciaries of a trust may be designated in accordance with the provisions of a trust as may the representative of the estate so that the funds of the account may be distributed in accordance with the participant's will or with the law governing intestate succession.

Models or examples of designations are shown below:**First example: Participant Louis Patterson**

<u>Percentage/Amount</u>		<u>Name of Beneficiary</u>	<u>Relationship</u>	<u>Address</u>
(A) 50%	to	James Patterson	son	1489 N Street, NW Washington, DC 20073
<u>and if he should predecease the participant,</u>				
25%	to	Evelyn Patterson	granddaughter	1320 M Street, NW Washington, DC 20086
and				
25%	to	Carolyn Patterson	granddaughter	1320 M Street, NW Washington, DC 20086
(B) 50%	to	Jennifer Patterson	daughter	2116 W Street Santa Clara, CA 30890

Note: In this example, the participant, Louis Patterson, has designated as his primary beneficiaries his son James and his daughter Jennifer Patterson, each of whom is assigned 50% of the account. In addition, he has designated two secondary beneficiaries for the 50% assigned to his son James, so that if James does not survive his father, that 50% of the account will go to his granddaughters Evelyn and Carolyn in equal parts or, in other words, 25% each. On the other hand, the participant has not designated secondary beneficiaries should his daughter Jennifer not survive him. Consequently, should Jennifer not survive him and the participant does not update his designation by designating another beneficiary, that 50% will be turned over to the representative of the estate for distribution in accordance with the participant's will or the law governing intestate succession, as the case may be.

Second example: Participant Pierre Petit

<u>Percentage/Amount</u>		<u>Name of Beneficiary</u>	<u>Relationship</u>	<u>Address</u>
(A) 100%	to	Ferdinand Petit	brother	1820 20 Th Street Arlington, Va. 22207
<u>and if he should predecease the participant,</u>				
(B) 100%	to	Jeannette Petit	my wife	my address

Note: In this example, the participant, married to Jeannette Petit, named his brother Ferdinand as the primary beneficiary to receive the entire account and his wife Jeannette as the secondary beneficiary. If Ferdinand predeceases the participant, the entire account passes to Jeannette. If Jeannette also predeceases the participant and the latter makes no further beneficiary designation, upon his death, the funds of the account shall pass to the representative of the estate for distribution in accordance with the participant's will or the law governing intestate succession, as the case may be.

Third example: Participant Alfonsina Pérez

<u>Percentage/Amount</u>	<u>Name of Beneficiary</u>	<u>Relationship</u>	<u>Address</u>
(A) US\$10,000 to	Juan Pérez	father	Calle 21 No. 5 La Paz, Bolivia
<u>and if he should predecease the participant,</u>			
US\$5,000 to	José Pérez	brother	same address
and			
US\$5,000 to	Pablo Soto	cousin	Calle Las Tapias, No. 20 La Paz, Bolivia
(B) 25% of the remainder to	Josefina Pérez	daughter	Avenida Sur No. 32 Santiago, Chile
(C) 25% of the remainder to	Adelfa Pérez	daughter	Nogales 700 Santiago, Chile

If either of the two daughters should predecease the participant, the other shall receive her share of 25% plus the 25% assigned to the other daughter.

(D) 50% of the account undesignated

Note: In this example, the participant, Alfonsina Pérez, married, has designated as primary beneficiary her father, Juan Pérez, for the amount of \$10,000 and as secondary beneficiaries of that amount, her brother José Pérez and her cousin Pablo Soto, such that they will receive \$5,000 each in the event that Juan Pérez does not survive the participant. If none of the three were alive upon the participant's death and she had not filed a new designation of beneficiaries, the \$10,000 would be turned over to the representative of her estate for its distribution in accordance with the provisions of her will or with the law governing intestate succession. Similarly, the participant has designated as primary beneficiaries her daughters Josefina and Adelfa, each of whom would receive 25% of the remainder of the account. Moreover, she has designated them as secondary beneficiaries with regard to one another, so that if one of the daughters were to die before the participant, the other would receive 50% instead of 25%. If neither daughter were alive upon the participant's death, the 50% would be turned over to the representative of the participant's estate for distribution in accordance with the participant's will or with the law governing intestate succession, as the case may be. Note that the participant did not designate beneficiaries for the rest of her account. In other words, she disposed of only 50% of her account plus US\$10,000. This means that the remainder of the account will go to her spouse. In the event there is no surviving spouse because he has died or because the couple was divorced, the remaining 50% of the account will be turned over to the representative of the participant's estate for distribution in accordance with the participant's will or the law governing intestate succession.

These examples show that participants may distribute the funds of their accounts in various ways. They also show the importance of doing so carefully, having a clear understanding of the corresponding implications, and amending designations when changes occur such as the death of beneficiaries so as to keep the designations up to date and thus avoid legal problems when the participant dies.

Should anyone have questions on completing this form or on the nature of the benefits referred to, please contact the following office in writing, by telephone, or in person:

Organization of American States
Retirement and Pension Fund
1889 F Street, NW, TL 48
Washington, DC 20006, USA
Telephone (202) 458-3017
FAX (202) 458-6372
E-Mail address: OASRetirementFund@oas.org