

Health Care FSA Summary

2018–2019

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| Plan Description: | Health Care Flexible Spending Account Summary | Member Services Phone #: | 844-448-0325 |
| Product: | Health Care FSA | Website Address: | adptotalsource.adp.com |

Health Care Flexible Spending Accounts

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| Plan Year | June 1 – May 31 |
| Maximum Plan Year contributions ¹ | \$2,650 |
| Who is covered? | Employee plus eligible dependents |
| How are contributions processed? | Payroll deduction from pretax income |
| Balance carryover allowance ² | \$500 |

Health Care FSA
What expenses are eligible? The following expenses are eligible for reimbursement if they're not otherwise covered by insurance or any other source:

- Medical and dental copayments, deductibles and coinsurance payments
- Medical expenses³
- Prescription drug expenses
- Over-the-counter medications (if prescribed by a physician)⁴
- Dental and orthodontic treatment
- Vision care, including eyeglasses and contact lenses
- Routine physicals, vaccinations and screening tests
- Medical monitoring/testing devices and supplies, including for diabetes

PLEASE NOTE: If you choose to enroll in a High Deductible Health Plan (HDHP) at any time during the 2018-2019 Plan Year, you're not eligible to participate in the Health Care FSA. See below for Limited Health Care FSA details.

Limited Health Care FSA
What expenses are eligible? You can participate in the **Limited Health Care FSA** if you enroll in a qualified High Deductible Health Plan (HDHP) at any time during the 2018–2019 Plan Year. You can use this account to pay for eligible **dental and vision** expenses with tax-free dollars. **The Limited Health Care FSA won't reimburse medical expenses.** Federal regulations don't allow individuals to receive reimbursement for medical expenses tax-free through a Health Care FSA **and** contribute to an HSA during the same Plan Year.

The following expenses are eligible for reimbursement under the Limited Health Care FSA:

- Dental and vision copayments, deductibles and coinsurance payments
- Dental and orthodontic treatment
- Vision care, including eyeglasses and contact lenses
- Certain preventive care expenses, such as immunizations and routine examinations and procedures

¹ Health Care Reform legislation includes a provision that limits the amount of salary reduction contributions an individual can make to a Health Care Flexible Spending Account (FSA) to \$2,650 per Plan Year. Due to the FSA carryover feature of the Plan, up to \$500 of any unused amount that's remaining in the Health Care FSA from the prior Plan Year will be carried over to the new Plan Year. This carryover amount, if any, may be used to reimburse eligible expenses incurred during the 2018–2019 Plan Year. Also the carryover amount doesn't reduce the maximum contribution limit for the Plan Year.

² IRS rules require that unused Health Care FSA contribution balances in excess of \$500 be forfeited after the end of the Plan Year filing deadline (i.e., July 30). To minimize the risk of FSA contribution forfeiture, please plan carefully when electing your FSA contributions. For complete details, please refer to the ADP TotalSource®, Inc. Health and Welfare Plan Summary Plan Description and Summary of Material Modifications located on ADP TotalSource at ADPTotalSource.adp.com.

³ If you plan on contributing to a Health Savings Account at any time during the 2018–2019 Plan Year, you can only elect to enroll in the Limited Health Care FSA. Only eligible dental and vision expenses can be submitted for reimbursement under the Limited Health Care FSA. The Limited Health Care FSA won't reimburse medical expenses.

⁴ In accordance with Health Care Reform legislation, individuals can't use the ADP TotalSource Health Care FSA for the cost of over-the-counter (OTC) medications unless prescribed by a physician. This rule doesn't apply to reimbursements for the cost of insulin, which are permitted, even if the insulin is purchased without a prescription.