





# Whole life, whole you.



At SCL Health, we offer two types of reimbursement accounts to help pay for your out-of-pocket healthcare expenses. A **Health Reimbursement Account (HRA)** is provided to our medical plan enrollees. Additionally, benefits-eligible associates can enroll in and contribute pre-tax dollars to a **Health Care Flexible Spending Account (FSA)**. So, what's the difference between the two? This chart will help you compare an HRA and a Health Care FSA.

| HRA   | Health Care FSA  |
|---|--|
| <b>Administrator</b>  |  |
| Cigna or Kaiser, depending on which medical plan you're enrolled in.  | Discovery Benefits.  |
| <b>Funding</b>  |  |
| 100% funded by SCL Health.  | 100% funded by you.  |
| <b>Do I need to enroll for this benefit?</b>  |  |
| No. The HRA is automatically included in your medical plan election.  | Yes, in order to participate in an FSA, you can elect each year during open enrollment, as a new hire or if you experience a life event.   |
| <b>Contribution Limits</b>  |  |
| SCL Health contributions are based on medical plan enrollment and wellness program participation.                                       | \$2,750 per associate in 2021 (all your IRS Section 152 qualified dependents may utilize these funds).   |
| <b>Who can participate</b>  |  |
| Medical plan enrollees.   | Any benefits-eligible associate.   |
| <b>Tax Implications</b>   |  |
| SCL Health contributions are excluded from your gross income and are not subject to federal income tax.                                 | Your contributions are excluded from gross income and are not subject to federal income tax.   |
| <b>Health Expense Eligibility</b>   |  |
| Eligible medical and prescription drug expenses incurred through your Cigna or Kaiser medical plan only.                                | Eligible medical, prescription drug, dental and vision expenses regardless of medical plan enrollment.   |
| <b>Substantiation/Documentation ("Proof" of Claim)</b>  |  |
| <b>Required.</b> May be required with HRA debit card use. You can also submit a claim for reimbursement online through Cigna or Kaiser. | <b>Required.</b> May be required with debit card use. You can also submit a claim for reimbursement online through Discovery Benefits.   |
| <b>Carry-Over at Year End</b>   |  |
| Yes, as long as you remain enrolled in the medical plan.  | Enrollment does not carry-over. You must re-enroll each year per IRS regulations. In terms of balance carry-over, you have a grace period between Jan. 1 through March 15 of the following plan year to use whatever funds are remaining as of Dec. 31 of the year you made your FSA election. |

| Maximum Reimbursement  |   |
|--|---|
| You can be reimbursed up to the full balance available in your HRA account   | Per IRS regulations, you may be reimbursed the full election amount at any time throughout the year regardless if the account is fully funded or not.   |
| Compatibility with Other Reimbursement Accounts  |   |
| Compatible with a Health Care FSA  | Compatible with an HRA. Consider using your FSA funds first—to minimize the risk of forfeiting funds at the end of the plan year.   |
| Debit Card   |   |
|    | <p>Associates who are enrolled as of Dec. 1, 2020, must keep Discovery Benefits card until it expires.</p> <p>Associates enrolled as of Jan. 1, 2021, will receive a card with the WEX logo.</p> <p>Lost, stolen and extra cards will be issued a WEX card</p>    |
| Manage Your Account and Submit Claims  |   |
| <p><b>Cigna:</b> Log on to <a href="http://mycigna.com">mycigna.com</a> or call 800-224-6224.</p> <p><b>Kaiser:</b> Log on to <a href="http://kp.org">kp.org</a> or call 877-761-3399. Prefer to use a mobile app? Download the <a href="#">Benefits Connect App</a> to easily access your Cigna or Kaiser account.</p>                              | <p><b>Discovery Benefits:</b> Log on to <a href="http://discoverybenefits.com">discoverybenefits.com</a> or call 866-451-3399. Prefer to use a mobile app? Download the <a href="#">Benefits Connect App</a> to easily access your Discovery Benefits account.</p>  |
| Status of account upon termination   |   |
| The unused money stays with the company when you leave your job or retire. However, there is a run out period of 12 months that former plan members may submit reimbursement requests for expenses incurred during employment. Your debit card will be turned off as of your termination date, but you may file a direct claim with Cigna or Kaiser. | Money left unused in your FSA is forfeited to the plan per IRS regulations after you terminate employment unless you submit eligible claims that were incurred prior to your termination date and submitted for reimbursement by April 30 of the following plan year. You may also choose COBRA continuation coverage of your FSA when your employment terminates. If any of your funds are forfeited, your money is used towards the administration of the FSA plan and not for SCL Health profit. |