

Retirement Health Savings (RHS) Plan Provisions

For a Financially Healthy Retirement

Congratulations for participating in a valuable benefit for your financial future! Your ability to cover medical expenses is key to a comfortable and secure retirement. Your **VantageCare Retirement Health Savings (RHS) Plan** is designed to help you and your loved ones pay for future health-care costs through a tax-advantaged saving and investing vehicle. It is sponsored by your employer and administered by ICMA-RC.

Here's an overview of how a typical RHS plan works.



1 Joining the Plan

Your employer determines eligibility



2 Contributions

Your employer determines contribution details



3 Investments

You control, choosing from available funds



4 Reimbursements

You request for medical expenses that qualify under IRS and plan rules



5 After Your Death

Assets may transfer to eligible survivors

1 Participation

Participation is mandatory for eligible employees. Eligibility is defined by your employer.

Your employer will enroll you in the plan. Once enrolled, you can update your account online. See the Resources section for website information.

2 Contributions

Contributions can be made by you, your employer, or both of you. Your employer defines the contribution types, amount, and frequency for the eligible group(s).

Your RHS plan helps you save with tax advantages.

- Your contributions, if applicable, are made pre-tax, which reduces your current taxable income.
- Earnings build up tax-deferred within your account.
- Distributions for qualifying expenses, including for a surviving spouse and dependents, are made tax-free.

3 Investments

At enrollment, a diversified target-date fund based on your age or another default investment option is selected for you. However, you can make changes at any time. You control how contributions and associated earnings are invested, choosing from all available options.

Investment changes can be made online or by calling Investor Services at 800-669-7400.

4 Withdrawal Reimbursements

To request reimbursements, you must:

- A. Be eligible for benefits. You are generally eligible:
 - ▶ at normal retirement; or
 - ▶ at separation from service; or
 - ▶ if you become totally and permanently disabled; or
 - ▶ upon death

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B. Have qualifying benefits, which generally include all medical expenses under IRS rules (IRC Section 213), other than direct long-term care, plus non-prescription medications as allowed under IRS guidance. Typical examples, which apply to benefits for you, your spouse, or dependents, include:

- ▶ Medical Insurance Premiums
- ▶ Medical Out-of-Pocket Expenses
- ▶ Medicare Part B Insurance Premiums
- ▶ Medicare Part D Insurance Premiums
- ▶ Medicare Supplemental Insurance Premiums
- ▶ Prescription Drug Insurance Premiums
- ▶ COBRA Insurance Premiums
- ▶ Dental Insurance Premiums
- ▶ Dental Out-of-Pocket Expenses
- ▶ Vision Insurance Premiums
- ▶ Vision Out-of-Pocket Expenses
- ▶ Qualified Long-Term Care Insurance Premiums
- ▶ Non-Prescription Medications allowed under IRS guidance

For more information, view IRS Publication 502 — www.irs.gov/publications/p502

C. Complete the *VantageCare RHS Plan Reimbursement Request Form* and submit it to Meritain Health, ICMA-RC’s third-party claims processor. (For your initial claim, you must also complete the *VantageCare RHS Plan Benefit Eligibility Form*.) Alternatively, you may submit reimbursement requests and spouse/dependent information online via Account Access.

The following insurance premiums are NOT eligible for reimbursement:

- Pre-taxed
- Life insurance
- Accidental, Death and Dismemberment (AD&D)
- Cancer policies and similar fixed-indemnity policies

5 After Your Death — Surviving Spouse and/or Dependents

In the event of your death:

- ▶ Your account will be transferred to your surviving spouse and/or surviving eligible dependents.
- ▶ If no spouse or eligible dependents survive you, your remaining account assets will revert to your employer.

You should always refer to your employer’s adoption agreement/amendment for the most current plan features.

Effective _____, your plan’s custom features include:

Contribution Type: _____

Vesting: _____

Eligible Benefits: All Qualifying Medical Benefits Insurance Premiums Only Other _____

Forfeiture Provision: _____

Other: _____

Resources

The following outlines whom to contact for more information about your RHS account:

ICMA-RC (800-669-7400)

Account Access at www.icmarc.org/login

- Account inquiries, other than claims
- Account statements
- Change personal data (also inform Meritain Health if you are eligible for benefits)

Meritain Health (888-587-9441)

Email: icmarc@meritain.com

- Claims-related inquiries once you are eligible to receive benefits
- Change personal data if you are eligible for benefits (also inform ICMA-RC)

Your Employer’s Benefits Office

- Plan rules, such as benefit eligibility
- Your ICMA-RC representative can also help you with your overall saving, investing, and retirement planning goals.