

# Learn more about your health benefit account options

Welcome to Open Enrollment 2021



# Get to know Optum Financial

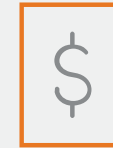
We are dedicated to helping you prepare for current and future health expenses so you can make the care decisions that are best for you

**A wide range of accounts** to save for life's most important expenses



FSA's, HRAs  
• Commuter

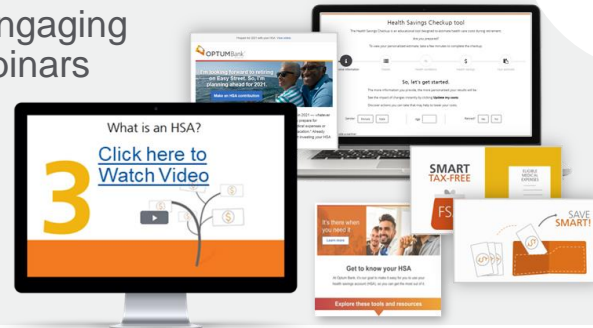
We offer educational resources to help you understand how your accounts work.



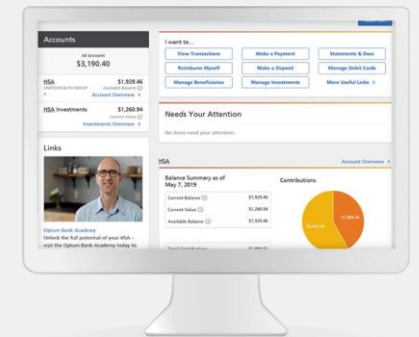
You'll also enjoy added features like smart technology — secure online and mobile tools to easily access and manage your accounts.

**We've got you covered!**

**Educational resources.** Information at your fingertips through engaging videos, courses, flyers, webinars



**Digital tools and 24/7 support**  
Make saving, paying and investing easy



Let's learn about FSAs!

# What is an FSA?

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A flexible spending account (FSA) is an account that allows you to use pre-tax dollars to pay for qualified expenses



Contribute pre-tax dollars



Covers eligible expenses



Use the money by the end of the plan year: The Adelphi FSA plan offers a 2 ½ month grace period (March 15).

# Sample eligible expenses

Use the QME Tool on [optumbank.com](http://optumbank.com) to see if your specific expense qualifies for reimbursement

## 1 HEALTH CARE

- Acupuncture
- Anesthesia
- Alcoholism treatment
- Bandages
- Blood pressure monitor
- Co-payments
- Contact lenses
- Deductibles
- Eyeglasses
- Fertility treatment
- First aid kits
- Flu shots
- Hearing aids
- Lab fees
- Lasik
- Learning disability treatments
- Orthodontia

- Dental and vision co-insurance, deductible
- Dental visits
- Eye examinations
- Prescription eyeglasses
- Eye surgery
- Invisalign
- Lasik
- Optometrist

## 2 DEPENDENT CARE

- After-school program
- Babysitting
- Childcare
- Nanny
- Nursery school
- Preschool
- Sick childcare
- Summer day camp
- Transportation to/from eligible care
- Adult day care center
- Elder care
- Senior day care
- Transportation to/from eligible care

# Contribution limits

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## 1 HEALTH CARE

Helps pay for certain medical, dental, vision, prescription drug and qualified over-the-counter expenses

### 2021 IRS Contribution limits:

\$2,750 individual

## 2 DEPENDENT CARE

Allows use of pre-tax dollars to pay for dependent-care services incurred while you work.

\$5,000 per year for couples filing jointly or single parent; \$2,500 per year per parent filing separately

# How much can you save?

Assume Mike earns \$55,000 a year and contributes \$2,000 to his FSA

	With FSA	No FSA
Annual Pay	\$55,000	\$55,000
Pre-tax FSA contribution	\$2,000	\$0
Taxable income	\$53,000	\$55,000
Federal income & Social Security taxes	\$15,715	\$16,308
After-tax dollars spent on eligible expenses	\$0	\$2,000
Spendable income	\$37,286	\$36,693
<b>Mike's tax savings</b>	<b>\$593</b>	<b>\$0</b>

# How can I access my account?

It's easy to check account information, pay bills, reimburse yourself



# How can I use my FSA to pay for qualified expenses?

**Purchase FSA eligible items at the Optum Store**  
Receive a special 7% discount off all your purchases, plus free shipping\*

Payment card

- Allows you to pay for health care services at the point of care
- No need to submit documentation for transactions (auto-substantiated)

Mobile or online claim submission

- Complete interactive claim form online
- Snap a picture of your documents and quickly upload either online or via mobile app

Submit paper claim form to Optum Financial with required documentation via fax or U.S. mail

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\* Your FSA plan may exclude reimbursement for certain categories of items. Check your plan for specific coverage details.

# Let's get started!

An overview of health reimbursement arrangements (HRA)

# What is an HRA?

Employer-funded plan used as part of a benefits package to help offset health care costs for eligible expenses



Allowed with most types of health plans



Funds are not taxable to the employee



Funded by employer



Employer can choose to have unused funds roll over from year to year

# How does an HRA work?

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## Your Employer:

- Adelphi contributes to your HRA as follows: \$400 Individual/\$750 Family.
- Employees will receive an HRA debit card when Adelphi's medical plan with CIGNA is elected.
- Any funds that are not used at the end of the benefit year will carry over to the next year (2x annual maximum).



## You:

- Check your account balance regularly to know how much you have available to spend on eligible expenses.
- Use your HRA to pay for expenses like deductibles and co-pays. When it is time to pay, present your card and the funds will be deducted.

# How do I benefit from an HRA?

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**Financial security**  
Money is there when  
you needed it



**Control**  
Yours to use



**Rapid reimbursement**  
Paying for health care  
expenses is quick and  
easy



**Simplicity**  
Easy to use

# What's covered under an HRA?

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Acupuncture ✓

Ambulance

Artificial limb

Birth control pills

Blood pressure monitoring

Breast pumps

Chiropractic care ✓

COBRA premiums (post tax)

Contact lenses

Dental treatment

Dentures

Diagnostic services

Drug addiction treatment

Eye exam

Eyeglasses

Family planning items

Fertility treatment

Feminine care products

Flu shot

Hearing aids

Hospital services

Immunization

Insulin and diabetic supplies

Laboratory fees

Laser eye surgery

Long-term care premiums or expenses (post tax)

Medical testing devices

Nursing services

Orthodontia (not for cosmetic reasons) ✓

Over-the-counter (OTC) treatments

Physical exam

Physical therapy

Prescription drugs

Psychiatric care

Retiree (post-65) medical insurance premiums (post tax)

Speech therapy ✓

Surgery

Sunscreen

Wheelchair, walkers, crutches & canes

# How can I access my funds?

It's easy to check account information, pay bills, reimburse yourself



# Common questions

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Can I use an HRA if I have health insurance?



When can I request reimbursement?



How will I be able to access my account funds?

More questions? Visit [optumbank.com](https://optumbank.com) for other frequently asked questions.

Let's learn about  
commuter benefit  
accounts!

# Commuter — Online Ordering model

Want to save money on your commuting costs to and from work? It's easier than you may think!



## Pay for qualified expenses

Public transit fares for buses, ferries and commuter rail

Vanpool fares

Parking expenses



## How it works

Easy-to-use, self-service transportation ordering system:

- Simply go to [optumbank.com](https://optumbank.com) and sign in as an account holder
- Click on transportation services link
- Select transit or parking services
- Place your order
- Set up an automatic order to make the same purchase every month
- Receive your order at home by mail



## Your benefits your way

You decide how and where to spend your commuting dollars. Federal regulations currently let you set aside each month before income and payroll taxes up to:

- \$270 for qualified transit expenses
- \$270 for qualified parking

# How much can you save?

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That's **\$972** back in your pocket, just for getting yourself to work in a commuter-approved form of transportation!

	Example
Monthly commute	\$270
Combined Federal, State & Social Security Taxes	X .30
Est. monthly savings	\$81
<b>Estimated yearly savings</b>	<b>\$972*</b>



**Investments are not FDIC-insured, are not guaranteed by Optum Bank and may lose value.**

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