

Health Savings Account Information Booklet for 2025

The information presented in this booklet about the Health Savings Account (HSA) offered through Optum Bank in connection with the High-Deductible Health Plan (HDHP) options available under the Exact Sciences Medical Plan (Medical Plan) is not intended to provide tax advice. All descriptions of tax rules contained in this booklet are intended to be used for general informational purposes only and are based on tax rules in effect as of January 1, 2025. Please consult your tax advisor to discuss what is best for your situation.

This booklet contains selected highlights of the Medical Plan. If any statement in this booklet, or any other communication, conflicts with the applicable plan documents, the plan documents will govern. Exact Sciences Corporation (Company) retains the right to amend, modify or terminate its benefits plans in any respect and at any time, and neither its benefits plans, nor your plan participation, will be considered a contract for future employment.

The Health Savings Account described in this booklet is not a plan that is covered by the Employee Retirement Income Security Act of 1974, as amended (ERISA).

HEALTH SAVINGS ACCOUNT INFORMATION BOOKLET FOR 2025

TABLE OF CONTENTS

Introduction	1
What is an HSA?	1
Am I eligible to open an HSA?	1
How do I open an HSA?	2
How do I contribute to my HSA?	3
What are the contribution limits for HSAs?	5
How do I access my HSA?	6
Should an HSA be used to pay current eligible health care expenses or saved for the future?	7
What types of expenses does an HSA cover?	7
What investment options exist for my HSA?	7
What tax considerations do I need to be aware of?	8
What resources exist for managing my HSA?	9
<i>Phone assistance</i>	10
<i>Monthly account statements</i>	10
<i>Document your withdrawals</i>	10
What fees and expenses apply to my HSA?	10
Frequently Asked Questions	12

Introduction

This booklet provides an in-depth look at how the HSA works. Additional information about the Medical Plan's HDHP options can be found in the applicable Summary Plan Descriptions. Please review this booklet carefully. Then, keep it with your banking information and consult it as needed when you have a question or at important times during the year, such as during tax filing season or benefits enrollment.

Please be aware that it is YOUR responsibility to:

- Review all materials and determine your eligibility to contribute to an HSA
- Ensure that you do not exceed the Internal Revenue Service (IRS) maximum HSA contribution amount
- Keep receipts and documentation of transactions related to withdrawals from your HSA
- Consult a tax advisor regarding the potential tax consequences associated with an HSA

What is an HSA?

An HSA is an individual account that enables you to save pre-tax dollars and build a balance year over year to cover eligible health care expenses for you and your eligible dependents. The HSA is available to employees who are enrolled in one of the Medical Plan's HDHP options.

Just like a traditional checking or savings account, you own the funds in your HSA. Your HSA funds accumulate (or roll over) year over year, and if you leave the Company, the funds are yours. Pairing one of the HDHP options with an HSA is a great option to reduce your tax burden and help with your health care costs. You determine how much to contribute, and whether to invest your contributions for future growth potential or use them to cover eligible health care expenses.

Am I eligible to open an HSA?

To contribute through pre-tax payroll deductions to the HSA that coordinates with the Medical Plan, you must:

- elect an HDHP option under the Medical Plan; and
- be paid through the Company's payroll system; and
- elect to make HSA contributions through pre-tax payroll deductions.

Generally, participants who are billed directly for their health and insurance coverage on an after-tax basis (such as employees receiving long-term disability benefits and former employees enrolled in COBRA coverage) are not eligible to contribute to an HSA through pre-tax payroll deductions.

NOTE: The Company will forward your pre-tax payroll deductions only to the HSA offered by Optum Bank that coordinates with the Medical Plan. The Company will not forward your pre-tax payroll deductions to an HSA offered by any other entity.

Additionally, IRS regulations prohibit you from contributing to an HSA if:

- you are covered in any manner, even as secondary coverage, by a medical plan that is not a high-deductible health plan (except for certain limited, permitted coverage noted below);
- you are claimed or eligible to be claimed as a dependent on anyone else's tax return;
- you or your spouse are contributing to most health care reimbursement accounts (e.g., general-purpose health flexible spending accounts (Health FSAs) and health reimbursement arrangements (HRAs));
- you are enrolled in and/or receiving Medicare, Medicaid, or TriCare (note that if you are actively working and are eligible to enroll in Medicare due to age, you may defer enrollment in Medicare Part A, Part B and Part D to preserve your eligibility to make HSA contributions); or
- you have received Veterans Administration (VA) medical, hospital or prescription benefits within the last three months (unless you have a disability rating from the VA and received such benefits for a service-connected disability).

If you have certain limited coverage approved by the IRS, such as dental, vision or long-term care insurance coverage, or coverage under most employee assistance, disease management and wellness programs, that limited coverage will not make you ineligible to contribute to an HSA.

When you enroll in one of the HDHP options, you may also enroll your spouse or domestic partner and eligible dependent children. However, because domestic partners generally are not tax dependents under federal law, special tax rules apply to HSA distributions for health care expenses incurred by domestic partners as explained on page 9.

Enrollment in an HDHP is a requirement to contribute to an HSA; however, it is not a requirement to access the funds in an HSA. (See *How do I contribute to my HSA?* on page 3 and *How do I access my HSA?* on page 6 for additional information.)

How do I open an HSA?

In the Workday system, you will specify the pre-tax dollar amount that you wish to contribute to your HSA when you select the Health Savings Account option while making your benefit choices. You will see Optum Bank's Terms and Conditions on the page. You will need to agree to Optum Bank's Terms and Conditions to open your account. This process is available during the initial New Hire Enrollment, as well as during the fall Annual Enrollment. Additionally, you can make changes to your HSA contribution elections throughout the year.

If you are enrolled in an HDHP option and need assistance establishing an HSA, submit a request via the ServiceNow Employee Center portal.

<p>Please Note: The USA Patriot Act requires Optum Bank to verify the identity and/or residency of individuals opening investment accounts. To the extent information is requested of you and you do not provide the necessary information to Optum Bank within 60 days, your HSA election will be cancelled, and you will need to restart the process to establish your HSA. Additionally, any Company contributions will be delayed.</p>

After opening your HSA, you will have access to helpful HSA resources on www.optumbank.com. You also will receive an HSA debit card, issued through Optum Bank. By default, Optum Bank will only send one debit card, regardless of your medical coverage election. For your convenience, you can request additional debit cards for your spouse/domestic partner and/or eligible dependents once your HSA is opened. Additional debit cards can be requested by calling Optum Bank directly at 866-234-8913 or by visiting the Optum Bank website at www.optumbank.com.

How do I contribute to my HSA?

Your HSA can grow with your pre-tax contributions through payroll deductions (if you elect to contribute), contributions from the Company and any other contributions made to your HSA (see below). You generally pay no tax on contributions made to your HSA whether they are your pre-tax contributions through payroll deductions, contributions from the Company, or contributions sent to Optum Bank from you or someone else on your behalf, as long as you are HSA eligible at the time the contributions are made. In addition, your HSA may earn interest or be credited with applicable investment earnings (or losses). (See *What investment options exist for my HSA?* on page 11 for additional information.) Any interest and/or investment earnings will accumulate on a tax-free basis, without limit, year after year, even if you are no longer eligible to make contributions. (See *What tax considerations do I need to be aware of?* beginning on page 8 for additional information on tax considerations related to HSA contributions and interest and/or investment earnings, including state tax considerations.)

Your payroll contributions

When you elect to contribute to an HSA, you will elect the amount of your pre-tax payroll contributions. This amount may range from a minimum of \$1 per pay period up to the applicable annual limits listed below.

Changing your pre-tax payroll contribution amount

You may change the amount you contribute to your HSA through pre-tax payroll deductions prospectively at any time by updating your contribution in Workday. (Click on Benefits, Change Benefits, Select the ‘HSA Change’ event, enter the date and click submit to receive the screens to update your contribution.)

Pre-tax payroll deduction changes will be effective on the first day of the immediately following calendar month or as soon as administratively practicable thereafter.

Catch-up contributions

Participants who are age 55 or over at any point during the year may make additional “catch-up” contributions to their HSA in excess of the maximum that applies to other participants. For those employees age 55 or over during 2025, the catch-up contribution limit is \$1,000.

Company contributions

Exact Sciences will contribute up to \$1,000 annually (if you are enrolled in employee-only HDHP coverage) or up to \$2,000 annually (if you are enrolled in employee + spouse/domestic partner,

employee + dependent, or employee + family HDHP coverage). The Company contributions are made on a per pay period basis and will be prorated if eligibility changes mid-year.

Rollovers from another HSA

You can roll over amounts from another HSA into your HSA with Optum Bank. You typically will receive the distribution in the form of a check and must roll over the amount within 60 days after the date of receipt. You can make only one rollover contribution to an HSA during a one-year period. Rollovers are not subject to the annual contribution limits.

You can also direct an HSA custodian to transfer funds directly into your HSA with Optum Bank, typically in the form of an electronic transfer. Such a transfer is not considered a rollover, and there is no limit on the number of such transfers. You do not include the amount transferred in your income for tax purposes, deduct it as a contribution or include it as a distribution from the account.

Transfers from Traditional IRA or Roth IRA

You can also make a one-time transfer from your traditional IRA or Roth IRA to your HSA with Optum Bank. You must direct your IRA trustee to make the transfer directly into your HSA. The amount cannot exceed the amount you are eligible to contribute to an HSA for the tax year. The transfer from your IRA is not included in your income, is not deductible and reduces the amount that can be contributed to your HSA.

Other contributions to your HSA

You may send additional contributions to your HSA directly to Optum Bank, as long as total contributions to your HSA in any given year (including any Company contributions described above) do not exceed the applicable IRS annual limit (see *What are the contribution limits for HSAs?* on page 5 for additional information). Anyone, including family and friends, may send additional contributions to your HSA as well. The contributor should write a check payable to Optum Bank. You also may set up one-time or recurring electronic contributions to your HSA from another checking or savings account. Optum Bank can accept other contributions to your HSA for the previous calendar year up until April 15 of the following year. Although not made on a pre-tax basis, these contributions may be deductible on your federal income tax return. Consult your tax advisor for more information.

Type of HSA contribution and tax treatment when credited to your HSA

Your pre-tax contributions through pre-tax payroll deductions: **Tax-free**

Company contributions: **Tax-free**

Interest or investment earnings: **Tax-free**

Other contributions made directly to your Optum Bank HSA: **Tax-deductible on your federal income tax return (and most state income tax returns)**

This means that if you contribute \$1,300 to an HSA through pre-tax payroll deductions, you would save an estimated \$424 in taxes (assumes federal income tax rate of 25%; state income tax rate of 0%; and FICA tax rate of 7.65%). If you also are subject to state income tax, your tax savings may be greater.

See *What tax considerations do I need to be aware of?* beginning on page 8 for additional information on tax considerations related to HSA contributions, including state tax considerations.

What are the contribution limits for HSAs?

Because of the tax advantages of HSAs, the IRS sets contribution limits each year. For 2025, the limits on total contributions to an HSA are as follows:

IRS Annual Contribution Limits – 2025

Employee Age	Annual Contribution Limits per HDHP Coverage Category			
	Individual Only	Individual + Spouse/DP	Individual + Child(ren)	Individual + Family
If employee is under age 55	\$4,300	\$8,550	\$8,550	\$8,550
If employee is age 55 or over ¹	\$4,300 + \$1,000	\$8,550 + \$1,000	\$8,550 + \$1,000	\$8,550 + \$1,000

Monthly determination of applicable contribution limit

Your eligibility to contribute to an HSA for each month is generally determined by whether you have HDHP coverage on the first day of the month. For example, if your HDHP coverage is effective on June 15, you are not eligible to contribute to an HSA until July 1. Your maximum contribution for the year is the greater of: (1) *the full contribution* or (2) *the prorated amount*. The full contribution is the maximum annual contribution for the type of HDHP coverage you have on December 1. The prorated amount is 1/12 of the maximum annual contribution for the type of HDHP coverage you have times the number of months you have that type of coverage. **If your contribution is greater than the prorated amount, and you fail to remain covered by a high-deductible health plan for the entire following year, the extra contribution above the prorated amount is included in income and subject to an additional 10% tax.**

Special rule for married individuals

If either you or your spouse has family HDHP coverage, then you both are treated as having only that family HDHP coverage. The IRS HSA contribution limit calculated under this special rule is a joint limit, which is divided equally between you and your spouse, if you both are HSA-eligible (unless you agree on a different division). So, if either you or your spouse is HSA-eligible and has family HDHP coverage, you and your spouse are subject to a combined contribution limit, which is the annual limit for individuals with family HDHP coverage (\$8,550 for 2025). This is true even if one of you has family HDHP coverage and the other has self-only HDHP coverage, or if each of you has family HDHP coverage that does not cover the other. Family non-HDHP coverage (such as a PPO, a low-deductible group health plan, a traditional health FSA or access to funds in an HRA) on the part of *either* you or your spouse that covers both of you makes both of you ineligible to contribute to an HSA.

¹ The catch-up contribution applies to the individual. If your spouse is eligible to make a catch-up contribution, he or she would need to establish and contribute to his or her own HSA. The annual HSA catch-up contribution limit in 2025 is \$1,000 for individuals who are age 55 or over at any point during the year (for a total HSA contribution of \$10,550 if you and your spouse are each age 55 or over at any point during the year).

Only one person can be named as the account holder of an HSA. If both you and your spouse have qualified HDHP coverage and would like to make contributions to an HSA, you must each have your own HSA. If you and/or your spouse are eligible to make catch-up contributions, you may each contribute your catch-up contribution to your individual HSA.

Visit www.treasury.gov for more information.

If contributions to your HSA exceed the annual IRS maximum

It is **YOUR** responsibility to make sure your contributions to your HSA do not exceed the IRS annual contribution limit that applies to you for the year. If you exceed the limit, and Optum Bank is made aware, they will send a notification to you with options for making any necessary adjustments.

Please note that there are some circumstances in which Optum Bank may not be aware that you have exceeded the limit, such as when you may have changed from single to family coverage or if contributions are made by your spouse. Any excess contributions are subject to standard income tax rates plus a 6% penalty. To request a refund of any excess contributions, you can complete the Return of Excess Contribution Form, available by submitting a request via the ServiceNow Employee Center portal. If you request a refund, there is no penalty as long as the distribution is made before the tax-filing deadline, generally April 15. Earnings on the excess amount are taxable, but the 6% excise tax will not apply as long as the excess contributions and earnings are paid out before the tax-filing deadline. Submit a request via the ServiceNow Employee Center portal if you have a question about the amount you have contributed for the year.

How do I access my HSA?

There are a variety of ways to use your HSA for payment or reimbursement of eligible health care expenses, including, but not limited to, the following:

- **HSA debit card** - The HSA debit card, issued through Optum Bank, works similar to a debit card associated with a personal checking account and can be used to pay for eligible health care expenses at the point of sale, such as prescriptions and doctors' office visits.
- **myUHC.com** - You may also use the link to Optum Bank on the myUHC.com website to pay for services.
- **Pay out of pocket** - To take advantage of the long-term growth potential of your HSA, you may want to choose to pay for an eligible health care expense out of pocket rather than using the funds in your HSA. If you do pay out of pocket, you have the option to reimburse yourself from your HSA at any time without penalty. You should keep receipts for amounts you pay out of pocket for eligible health care expenses, in case you later decide to reimburse yourself from your HSA for those out-of-pocket expenses. To reimburse yourself, sign into www.optumbank.com and select "Reimburse Myself" or complete and submit the Withdrawal Distribution Request Form.

Although you do not need to submit receipts to get withdrawals from your HSA, be sure to keep them to document your eligible health care expenses (see *What tax considerations do I need to be aware of?* beginning on page 8).

You can access the funds in your HSA even after you terminate employment with the Company or are no longer eligible to contribute to your HSA (such as if you are no longer enrolled in a high-deductible health plan), and you may continue to get tax-free withdrawals for eligible health care expenses until your HSA is depleted. However, you will be responsible for paying any applicable monthly account management fees following your termination of employment if you keep your HSA with Optum Bank. Contact Optum Bank directly for additional information.

Should an HSA be used to pay current eligible health care expenses or saved for the future?

You can access funds in your HSA at any time, but you are *not required* to take withdrawals from your HSA. You may choose to let the funds build a reserve in your HSA for current and future health care expenses as the funds accumulate tax-free, year after year. **Keep all of your receipts for eligible health care expenses.** You may receive reimbursement in a future year for an expense incurred in a previous year if you have receipts to substantiate your withdrawal (in the event of an audit) and if you had already opened your HSA at the time the expenses were incurred (see *What resources exist for managing my HSA?* on page 9).

You must keep documentation (such as receipts) with your tax records sufficient to show that:

- the withdrawals were exclusively to pay or reimburse eligible health care expenses;
- the eligible health care expenses had not been previously paid or reimbursed from another source; and
- the eligible health care expenses had not been taken as an itemized deduction on your income tax return in any year.

What types of expenses does an HSA cover?

Withdrawals from your HSA to pay for eligible health care expenses **incurred on or after the date your HSA is established** are tax-free even if the expenses are not covered by your HDHP option. This includes expenses incurred by your eligible dependents even if those dependents are not covered under the Medical Plan or by a high-deductible health plan. *Please refer to IRS publication 502 available at www.irs.gov for a detailed listing of eligible and non-eligible expenses.*

What investment options exist for my HSA?

Interest

The amount in your FDIC-insured HSA may earn interest at a variable rate, depending on your account balance and the HSA product in which you participate. Interest rates are shown on the monthly statement or can be viewed at www.optumbank.com. Interest accrues daily and is paid to your HSA on the last business day of every month. Your HSA will continue to accrue interest

as long as any funds remain in your HSA, even if you no longer contribute to your HSA, participate in an HDHP option, or have terminated employment with the Company. Your HSA can grow with interest tax-free, year after year, without limit. To find out your current interest rate, log on to www.Optumbank.com

Investing your account balance

Once you have \$2,000.00 in your HSA, you may invest additional amounts in the mutual funds available through www.optumbank.com. You must maintain at least \$2,000.00 in cash reserves to pay for HSA expenses. Please visit www.optumbank.com for more details on investing your HSA funds.

Vesting

You are always 100% vested in your entire HSA balance, including Company contributions, your contributions, other contributions made on your behalf, interest and any investment earnings. Your HSA balance is yours to spend on eligible health care expenses, just as if it were a personal checking account. In the event of your death, your remaining account balance is transferred to your spouse, other designated beneficiary or estate. Important: please designate a beneficiary on www.optumbank.com if you have not already.

If you leave the Company, you take your HSA with you. Generally, you may continue to make tax-favored contributions to your HSA as long as you meet IRS requirements, including participating in a high-deductible health plan, until you are enrolled in Medicare. You may continue to make tax-favored withdrawals from your HSA for eligible health care expenses at any time, even if you are no longer eligible to make contributions.

What tax considerations do I need to be aware of?

The timing and purpose for each withdrawal from your HSA will determine whether you receive the money tax-free or have to pay income taxes (and possibly an additional penalty tax) on the withdrawal.

Withdrawals for:

- ***Eligible health care expenses for you and your eligible dependents are always tax-free***
- ***Non-eligible*** expenses after you reach age 65, become disabled² or die are subject to ordinary income taxes
- ***Non-eligible*** expenses before you reach age 65, become disabled² or die are generally subject to ordinary income taxes *plus* a 20% penalty tax

Any amounts you use for purposes other than to pay for eligible health care expenses are taxable as income and, unless you are age 65 or older (or become disabled² or die), are subject to an additional 20% tax penalty. This applies to:

- Medical expenses that are not considered “eligible” under federal law, like elective cosmetic surgery
- Other types of health insurance
- Medicare supplement premiums

² Within the meaning of the tax code.

- Expenses that are not medical- or health-related

Note: Because your domestic partner generally is not recognized as your tax dependent for federal income tax purposes, withdrawals for health care expenses incurred by your domestic partner generally would be considered non-eligible and subject to income taxes and, unless you are age 65 or over (or become disabled² or die), a 20% penalty tax.

Keep in mind, tax-free withdrawals are available for *all* eligible health care expenses incurred by your eligible tax dependents after your HSA is established, even if those dependents are not covered under one of the Medical Plan's HDHP options. For example, if your spouse is covered by his or her employer's health plan, you may use your HSA to pay the cost of copays, deductibles and coinsurance under that plan with tax-free dollars.

Tax records and reporting: On contributions

The Form W-2 you receive from the Company will show total company contributions to your HSA for the year as well as your contributions through payroll deduction. As long as these contributions were made when you were eligible to contribute to an HSA, these amounts are not taxable to you. Each May, Optum Bank will send you and the IRS a Form 5498-SA showing total contributions to your HSA for the preceding tax year, including Company contributions, payroll deductions and any other contributions sent directly to Optum Bank on your behalf. You don't need to use this form to complete your tax filings – it is for your records only. As an account holder, you will need to attach a Form 8889 to your tax filings to report contributions to your HSA. This form does not come from the Company or Optum Bank and is the responsibility of the account holder. Please refer to www.irs.gov for the form and instructions.

Tax records and reporting: On distributions

By January 31, following any year in which there are withdrawals from your HSA, Optum Bank will issue you an electronic Form 1099-SA showing the total withdrawal amount for the year. Total distribution and contribution amounts are available at any time, for both the current and prior calendar years, on www.optumbank.com.

State Tax Information

While HSAs were created by the federal government, states can choose to follow the federal tax treatment guidelines or establish their own. Eligible HSA contributions are not taxed by most states. Please consult your tax advisor or state department of revenue for more information.

What resources exist for managing my HSA?

When you elect to contribute to an HSA (see also *How do I open an HSA?* on page 2), you will have access to additional HSA information on www.optumbank.com. The website gives you secure access to your HSA information, is updated daily, and allows you to:

- Re-order checks
- View mutual fund performance information
- Make investment elections
- Get answers to your questions
- View transaction history and/or download monthly statements

- Change your beneficiary
- Pay bills to physicians, dentists or other health care providers
- Download account forms
- Update your e-mail address
- Find your current interest rate
- Arrange to make deposits from another bank account
- Initiate a transfer or rollover to your account from an existing HSA
- Find tax information
- Find information on eligible health care expenses

Phone assistance

You may access HSA information 24 hours a day through interactive voice systems. You also may speak directly with a representative Monday through Friday (except national holidays), during applicable business hours at 866-234-8913.

Monthly account statements

You will receive electronic monthly statements from Optum Bank summarizing your HSA activity that can be retrieved on www.optumbank.com. (Paper statements are available by request.) Statements will include:

- Contributions
- Withdrawals
- Fees, as applicable
- Interest/investment earnings

You also will receive the annual statements described above for tax filing purposes.

Document your withdrawals

Although you are not required to submit documentation at the time you make an HSA withdrawal (an advantage over health care spending accounts), it is essential that you keep all receipts and other documentation of withdrawals from your HSA. **You** – *not* the Company or any other health care carrier or Optum Bank – are responsible for proving that tax-free withdrawals from your HSA were made for eligible health care expenses. If you are audited by the IRS, you will need to substantiate each withdrawal to confirm that it received the correct tax treatment.

What fees and expenses apply to my HSA?

Optum Bank automatically deducts certain fees from your HSA. All deductions will appear on your online account records and your monthly account statement.

Monthly maintenance fee

As an active employee, there is no monthly maintenance fee.

Insufficient balance fee

If your balance is insufficient to cover an HSA debit card transaction, the entire transaction will be declined.

Investment account fees

Commissions and other expenses associated with transacting or holding specific investments (e.g., mutual funds) may apply. Refer to the fee and commission schedule for additional details at www.optumbank.com.

All fees are subject to change.

Frequently Asked Questions

1. What if I have a balance in my health FSA when my Health Savings Account is opened?

If you enrolled in either the UHC or Kaiser HDHP Medical Plan options effective January 1, and still have a balance in a health FSA from the previous year, please submit a request via the ServiceNow Employee Center portal for additional details on the impact to your plans and accounts.

2. My spouse also works at Exact Sciences. Can I enroll in employee only coverage and my spouse enroll in employee plus children coverage so that we would get a total of \$3,000 in Company contributions into our HSAs?

Yes. However, it is YOUR responsibility to make sure that contributions to your HSA do not exceed the IRS annual contribution limit.

3. What if I or a family member accidentally use the HSA card for non-medical expenses in error?

Log into your Optum HSA account online, then go to Help & Tools > Forms & Documents to find documentation needed to redeposit funds withdrawn in error from your account. You may also consult your tax professional.

4. What if I just became eligible for my HSA and have medical expenses but don't have enough money in my HSA to cover those expenses?

You are responsible for any Medical Plan costs up to your Medical Plan deductible. If you pay out of pocket at any time during the year, you can reimburse yourself later when your HSA has accumulated a sufficient balance, provided that the expenses were incurred on or after the date your HSA was established. Log into your Optum HSA account online, click "I want to...Reimburse Myself." You may also use an ATM. Optum Bank charges a \$2.50 fee per ATM transaction, in addition to any fee the bank / ATM you use may charge.

5. How does my enrollment in Medicare while I'm also covered under the UHC or Kaiser HDHP Medical Plan option impact my HSA?

You are no longer allowed to contribute to your HSA or receive Company contributions to your HSA after enrolling in Medicare. Also, the annual amount of total contributions (employee and Company) to your HSA is prorated by the number of months you are eligible to contribute or receive Company contributions to your HSA. Please submit a request via the ServiceNow Employee Center portal three weeks before you wish to cancel your employee and Company HSA contributions.

You can still use your HSA funds tax free to pay for eligible health care expenses. You can also use your HSA to pay for Medicare premiums and qualified out-of-pocket expenses including deductibles, copays and coinsurance for:

Part A (hospital and inpatient care)
Part B (doctor and outpatient care)
Part D (prescription drugs)

Keep in mind that Medicare does not cover hearing aids, vision, dental or nursing home care. For more information regarding Medicare please contact your personal retirement/financial planner or the resources below.

- Optum Bank at HSAGroup@OptumBank.com or at (800) 791-9361 or
- the Centers for Medicare and Medicaid Services at www.cms.gov

6. What if my spouse elects Medicare?

If your spouse is enrolled in the UHC or Kaiser HDHP Medical Plan option, you can contribute the employee plus dependent maximum to your HSA. You can use your HSA to pay or reimburse your spouse's Medicare premiums and any eligible health care expenses incurred by your spouse. If your spouse is not enrolled in the UHC or Kaiser HDHP Medical Plan option, you cannot contribute the employee plus dependent maximum to your HSA unless you are covering other dependent children.

7. What happens to my HSA if I die?

Log into your Optum HSA account online, and select "Manage Beneficiaries" to designate or change your beneficiary. Upon your death, any amounts remaining in your HSA will transfer to your designated beneficiary (or according to the terms of the HSA trust or custodial agreement if you do not have a designated beneficiary).

If your beneficiary is your spouse, your spouse becomes the holder of your HSA and he or she can use it as if it were his or her own HSA to pay or reimburse eligible health care expenses with the same tax benefits you had. The transfer of your HSA to your spouse is not taxable.

If your beneficiary is not your surviving spouse, then the HSA ceases to be treated as an HSA upon your death and the account will pass to your beneficiary or become part of your estate (and be subject to any applicable taxes).

8. What if I have further questions?

Go to www.Optumbank.com for additional information. You may also submit a request via the ServiceNow Employee Center portal.