



# Medical Reimbursement Account

We believe our mission to provide easier answers and life-changing cancer treatment guidance should extend to our employees. To make access to screenings easier, we are proud to offer the Medical Reimbursement Account (MRA) to our employees:

- ✓ The MRA allows eligible employees to receive reimbursement of up to \$3,600 (\$1,800 annual and up to \$1,800 carry over from prior plan year, if enrolled) for certain colonoscopy, Cologuard® and related virtual visit costs not covered by your medical plan.
  - These expenses include out-of-pocket costs for one completed Cologuard test per calendar year as prescribed by a doctor or other authorized prescriber and associated virtual visit fees to the extent not covered by your medical plan, and out-of-pocket costs for one colonoscopy per year.
- ✓ **Request a Prescription for Cologuard through:**
  - Your doctor or other authorized prescriber OR
  - By visiting <https://www.cologuard.com/request-online> and clicking “Request Cologuard online”
- ✓ **Submit any claims for reimbursement** for the colonoscopy, Cologuard test or related virtual visit via [www.wexinc.com](http://www.wexinc.com) and include the following documentation: date of service, description of service provided, prescription, name of provider, cost, a medical plan Explanation of Benefits (EOB) denying coverage, denial, or other confirmation of no medical plan coverage.
  - All claims for reimbursement must have dates of service after enrollment in this benefit.

## Eligibility:

- ✓ Regular employees in the U.S. who are scheduled to work at least 30 hours per week

Please note the following:

- ✓ Exact Sciences employees already enrolled in UHC or Kaiser have access to Cologuard through their medical plans.
  - All employees enrolled in UHC and covered adult dependents have access to Cologuard when testing is appropriate and prescribed by a doctor or other authorized prescriber.
  - All employees enrolled in Kaiser coverage and covered adult dependents have access to Cologuard if they are 45 or older as prescribed by a doctor or other authorized prescriber.
  - Certain Cologuard and related virtual visit costs not covered by your medical plan may be eligible for reimbursement under the MRA.
- ✓ Both the UHC PPO and EPO plans cover one preventive or one diagnostic colonoscopy per year at 100%, resulting in no out-of-pocket expense to the member.



# Medical Reimbursement Account

- ✓ Employees enrolled in a high deductible health plan (HDHP) are still responsible for meeting their plan's designated deductible before expenses are reimbursable. For employees on HDHPs, this means that, unless the service qualifies as preventive care under the Internal Revenue Code, no reimbursement through the MRA is possible until your deductible has been satisfied.
- ✓ Spouses/domestic partners and dependents are not eligible for the MRA.

You may enroll in the MRA at any time in Workday. You must enroll in advance of your colonoscopy, Cologuard screening or related virtual visit for those services to be eligible for reimbursement

## MRA & Family Formation Benefit Impact

- Due to Internal Revenue Service (IRS) regulations, you can only elect either the MRA or Family Formation benefit in any given benefit plan year (January 1 – December 31). Both plans require compliance with regulations governing Health Reimbursement Arrangement maximums so your election into either the Family Formation benefit or the Medical Reimbursement Account is an acknowledgment you understand the other benefit is not available to you for the rest of the current plan year.
- Once enrolled, you may not change your election until the following plan year.

## NEXT STEPS

**Enroll in Workday:** See the Workday job aid. You must enroll in Workday in advance of your colonoscopy, Cologuard screening or related virtual visit for those services to be eligible for reimbursement.

- a) From your Workday homepage, select the “**Benefits**” tile
- b) From the “**Change**” column, select “**Benefits**”
- c) From the “**Change Reason**” drop down, choose “**Reimbursement Plan Election**” and enter today's date. Click “**Submit.**”
- d) Click “**Open**” on the pop-up. Select “**Let's Get Started.**”
- e) Go to Worklet “**Reimbursement Account**” and select “**Enroll**”. Click “**Select**” on “**Medical Reimbursement Account (MRA)**” then “**Confirm and Continue**”. Select “**Save**” and continue process to submit.

This brochure is intended for internal distribution to employees of Exact Sciences only. It contains selected highlights of the Medical Reimbursement Account benefit. If any statement herein or any other communication conflicts with the applicable plan document, the plan document will govern. Exact Sciences reserves the right to amend, modify, or terminate its benefit plans in any respect and at any time, with or without notice, and neither its benefit plans, nor your plan participation, will be considered a contract for future employment.