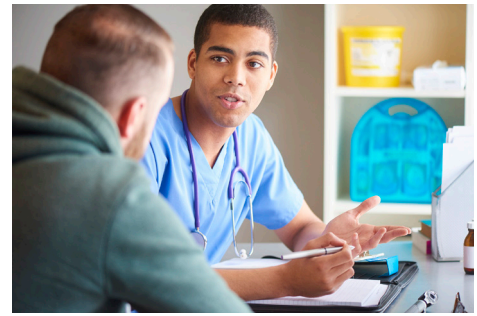


HEALTH SAVINGS ACCOUNT (HSA)



What is the Mercer Marketplace Health Savings Account (HSA)?

The Mercer Marketplace HSA is a tax-exempt plan that works in conjunction with a medical High Deductible Health Plan (HDHP) and allows you to pay for out-of-pocket eligible expenses with tax-free dollars. This includes deductibles, coinsurance, copayments, prescription drugs and more.

This combination gives you complete control over where and how you spend your health care dollars and reduces your tax obligation.

Qualifying for an HSA

The IRS specifically defines the criteria to be eligible to qualify for an HSA, for example you cannot be covered under a General Health Care Flexible Spending Account (including a prior Plan Year Grace Period), enrolled in Medicare or TRICARE, or claimed as a dependent on someone else's tax return. For more information regarding HSA eligibility please see IRS Publication 969.

HSA Eligible Expenses

The list of expenses for which you can claim reimbursement from your HSA is extensive.

Some examples of expenses eligible for reimbursement under your HSA include:

- Prescription drugs
- Provider co-pays and co-insurance amounts, including Medical, Vision, Chiropractic, etc.

- Hospital or Emergency Room copays and co-insurance amounts
- Dentists and Orthodontic expenses
- Over-the-counter medicines
- Laboratory expenses
- Ambulance services
- Hearing Aids

Remember, not all services provided by eligible providers are eligible for reimbursement through your HSA. For example, you could have had your teeth whitened at the Dentist (a cosmetic procedure) which is not HSA-eligible. You are responsible for ensuring you request reimbursement for only expenses eligible under your plan.

Put your HSA Funds to work for you!

Once your HSA cash account balance is at least \$1000, you can choose to move amounts in excess of \$1000 to an investment account and put your money to work! You can choose to invest in a number of mutual funds and you manage your investments. You can increase your investment balance or change your investment options at any time. Visit the Mercer Marketplace participant portal for additional information on HSA investment fund options, investment fees, and using auto-sweep functionality to help manage your investment dollars.

Your HSA moves with you. Once you establish your HSA, any account balance is yours, even if you change employment or do not re-elect the HDHP in future years. The HSA will remain open, allowing you to spend down any existing balance, or keep the balance invested and manage your investments as you wish.

Accessing your HSA

You can access your HSA funds by using the Mercer Marketplace Benefits Card with participating providers. Payment is made directly from your account and there is no need to submit a Claim Form. If you have an expense for which you did not use your Benefits Card, you can also submit a claim online through the Mercer Marketplace participant portal at www.yourflexbenefits.mercermarketplace365.com or the "Your Flex Benefits" mobile app.

Tax Reporting

If you have any disbursements during the year, a 1099-SA tax form will be provided to you and the IRS by the end of January to be used for tax filing purposes. In addition, if any contributions have been made to your account a 5498-SA tax form will be sent to you and the IRS at the end of May. This form is for your records and does not need to be filed with your taxes.

For more information on HSA tax advantages, investment advice, and tax reporting, please contact your tax advisor.

CONTACT INFORMATION

Mercer Marketplace Participant Services representatives are available Monday through Friday 8 am to 9 pm ET.

Phone: (866) 268-0142

Fax: (844) 791-8319

Web: www.yourflexbenefits.mercermarketplace365.com