MissionSquare Retirement Health Savings (RHS)

Pay For Future Health Care Costs

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MissionSquare RETIREMENT

Health Care Cost Challenges

Individuals are concerned about rising health care costs.

How can employees **build assets** for medical costs?

Short Learning Video

Source: Forbes Advisor, July 15 2022: Top 4 Retirement Worries—And How To Handle Them – Forbes Advisor

RHS Program

Similar to a defined contribution plan

- Individual accounts managed by each employee
- Pre-tax contributions made by you and/or employee help to reduce your taxable income wages
- Investment decisions made by employees
- Triple Tax-free savings on contributions, earnings, and distributions for qualifying medical expenses

Key Benefits

- Dedicated savings vehicle
- Family coverage — employee, spouse, dependents
- Tax advantages
- Investment control
- Survivor benefits

View RHS account **alongside other** MissionSquare accounts on statements and our website.

Benefits You

- Your contributions are exempt from FICA and unemployment taxes
- No unfunded liability
- No IRS imposed contribution limits
- Flexible plan design that operates as a Health Reimbursement Arrangement

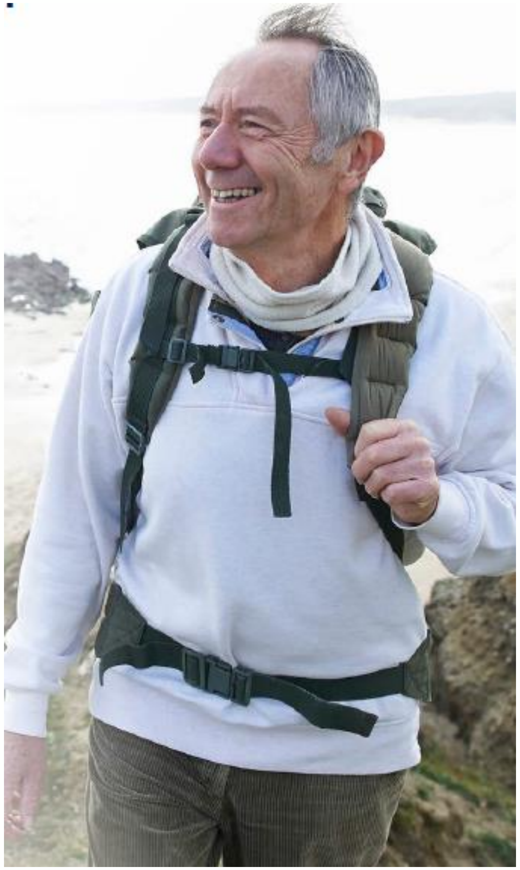
Investment Options

You Decide

- Target-date funds — age-based fund is default option
- Target-risk funds
- Actively managed and index, stock, bond funds
- Stable value fund

Participants can build a **diversified portfolio** by choosing a single target fund or a range of individual funds.

RHS Plan Provisions



Sample Plan Design Features

- Automatic Enrollment
- Mandatory Participation
- Contribution Schedule
- Ongoing Contributions

Reimbursements

Funds are accessible once a participant has either reached

Retirement

Separation from Service

Reimbursements — What Expenses Qualify?

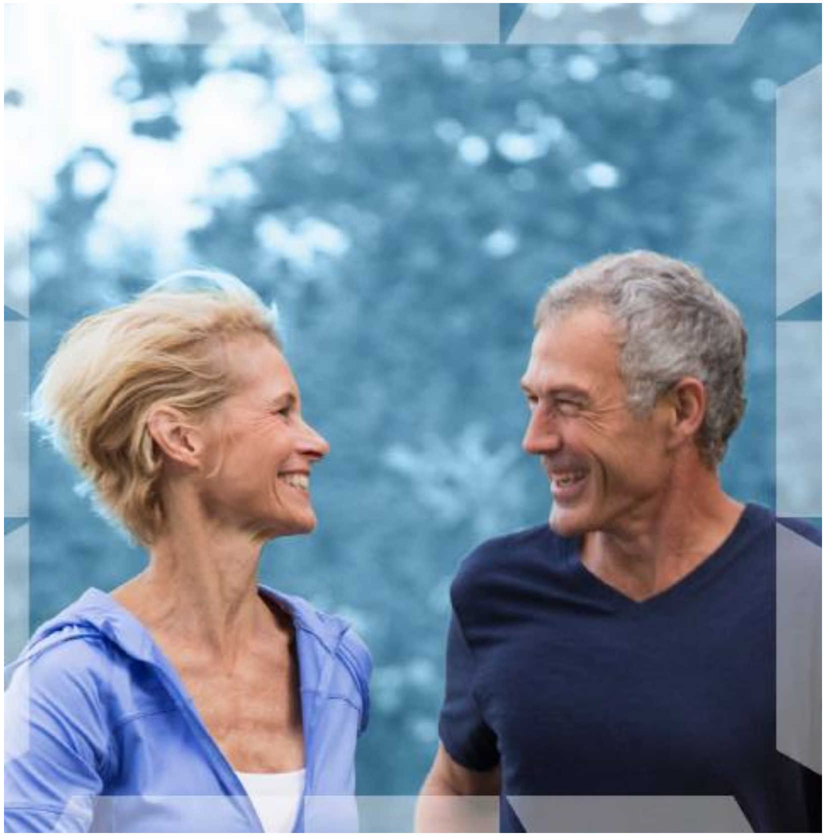
All IRC §213 medical expenses for participant, spouse, and dependents

This includes:

- Medical insurance, out-of-pocket expenses
- Qualified long-term care insurance premiums
- Medicare, Medigap, prescription drug, COBRA, dental, vision insurance premiums
- Other qualifying medical expenses

Other Medical Expenses (IRC Section §213)

- 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



Reimbursements

Who can receive?

While participant is living

- Participant
- Spouse
- Eligible dependents

After participant's death

- Spouse
- Eligible dependents
    - Qualifying Child or Relative

Qualified Survivor Benefits

Qualifying Child*

- Under age 27
- Relationship includes:
  - Child, foster child, or descendant of your child
  - Sibling, stepsibling, or descendant of any such relative
- Lived with you more than half the year
- Did not provide more than half of their own support during the calendar year

Qualifying Relative

- Related to you or lived with you all year as a member of your household
- You provided over half of their support during the calendar year
- Not a qualifying child of you or anyone else

*For reimbursement of qualifying medical expenses only, the IRS has different definitions for a "child" and a dependent that includes a "qualifying child," As defined by IRC section 152(f)(1) and Internal Revenue Service notice 2010-38, or any other individual who is a person described in IRC section 152(a), as clarified by Internal Revenue Service Notice 2004-79

Survivor Benefits Cont.

Considered to be related to you if dependent falls into one of the following classifications:

- *Your son or daughter (or a descendant of either)*
- *Your stepson or stepdaughter*
- *Your brother, sister, stepbrother, or stepsister*
- *Your mother or father (or an ancestor of either)*
- *Your stepfather or stepmother*
- *Your nephew or niece*
- *Your aunt or uncle your son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, or sister-in-law*

Questions?

To learn more, contact your MissionSquare Retirement representative, visit **www.missionsq.org/rhs**, or call:

- **MissionSquare Retirement Plan Services** (800) 669-7400, for account inquiries, other than claims
- **Meritain Health** (888) 587-9441, for claims-related inquiries once you're eligible to receive benefits.