



# 2021 Health Savings Account (HSA) User's Guide

Your 2021 DuPont Core or Premium Saver medical plan option is paired with a Health Savings Account (HSA).



## **First-time HSA user?**

This guide will familiarize you with the HSA and its features.



## **Current HSA user?**



Look inside for some helpful reminders on how you can make the most of your HSA.

# HSA Overview

Your HSA is a special kind of bank account that works with the DuPont Core and Premium Saver medical plan options. It's opened through Bank of America. You own and control this account.

You can use your HSA money for eligible health care expenses now or at any time in the future. Money you don't use in one year rolls over to the next year.

## 2021 HSA Funding

 If your DuPont medical plan option covers <b>only you</b>	 If your DuPont medical plan option covers <b>more than just you</b>
\$600 from DuPont	\$1,200 from DuPont
+ Up to \$3,000 from you	+ Up to \$6,000 <sup>1</sup> from you
+ \$1,000 more from you, if you'll be age 55 or older in 2020	+ \$1,000 more from you, if you'll be age 55 or older in 2020

<sup>1</sup>Includes any contributions made by your spouse/domestic partner, assuming your domestic partner qualifies as a tax dependent.

**DuPont's Contributions:** If your medical election became effective January 1, 2021, and you certify your HSA eligibility by December 1, 2021, the Company will make the full 2021 contribution to your account by the end of January. If you were hired after January 1, 2021, you will receive a prorated Company contribution based on your hire date.

**Your Contributions:** Your contributions will be made in the form of before-tax paycheck deductions and will be deposited into your HSA each pay period. If your HSA election is made outside of Annual Enrollment, your contributions will start with the first full pay cycle in the month following your HSA election date. You can start, stop, or change the amount of your annual contribution at any time through **DuPont Connection**.

Your total annual HSA contribution election is spread out over the remaining payroll cycles in the plan year. You cannot take an entire year's deduction in a single month or over the first few months of the year via the payroll deduction process.

## The Triple Tax Advantage



1. When you contribute to an HSA, you pay less in taxes from your paycheck.
2. You don't pay any taxes on HSA investment earnings.
3. You don't pay taxes on HSA money when you use it to pay eligible health care expenses.

## Potential Investment Earnings



Your HSA cash balance earns interest, and, if your balance reaches \$1,000, you can invest the balance in excess of \$1,000 in mutual funds. There are no fees or penalties for withdrawing money from your investments to pay for eligible health care expenses.

## Prior Balance Transfers




If you have an HSA under another medical plan, you may transfer your prior HSA balance to your new Bank of America HSA. For more information about transferring funds, contact Bank of America at **1-877-319-8115** and inquire about a trustee-to-trustee transfer. You should also talk with your tax advisor about your situation and possible tax implications.




# The Basics


## Opening Your HSA

 Were you participating in the Core or Premium Saver medical option with an HSA in 2020 and will you remain eligible for 2021?




 Your existing HSA will remain open if you meet the requirements for having an HSA (such as not being enrolled in Medicare). You should keep and use your current Bank of America debit card. Any employee contributions elected in 2020 will carry forward and you can increase or decrease your contribution at any time.

No 

 After enrolling in the Core or Premium Saver medical plan option for 2021, did you certify that you meet the HSA eligibility criteria?



 Your HSA was opened automatically for you. You'll receive a welcome letter and a debit card in the mail from Bank of America. Bank of America will contact you if they require additional information to open your account.

No 

 If you do meet the eligibility criteria, call DuPont Connection at 1-833-253-7719 and speak with a representative. Representatives are available Monday through Friday, from 9:00 a.m. to 6:00 p.m., Eastern time

If you also enrolled in the Limited Purpose Healthcare Flexible Spending Account (FSA) and/or Dependent Care FSA for 2021, you will use the same Bank of America debit card to access funds in your HSA, Limited Purpose Healthcare FSA, and/or Dependent Care FSA.

Your expenses will be automatically deducted from the appropriate account based on the expense type when you use your debit card.

## If You Have Not Certified Your HSA Eligibility



The deadline to certify your eligibility is **December 1, 2021**. If you do not certify your eligibility, you can still participate in the Core or Premium Saver medical plan option for 2021, but:

- Your HSA will not be opened;
- You will not receive the Company contribution; and
- You will not be able to contribute money to an HSA for 2021 through payroll deductions.

## Not Sure If You're Eligible for an HSA?



According to the Internal Revenue Service (IRS), to participate in an HSA you cannot be:

- Enrolled in Medicare;
- Enrolled in other health coverage that is not a qualifying high deductible plan;
- Enrolled in a full-purpose Health Care FSA or Health Reimbursement Account (HRA) (such as through a previous employer or spouse's/domestic partner's FSA or HRA through his/her employer) that pays or reimburses medical expenses during any time of the same plan year for which you are currently enrolling; or
- Claimed as a dependent on someone else's tax return.

For more information about HSA eligibility, refer to **Publication 969** on the IRS website at [www.irs.gov/pub/irs-pdf/p969.pdf](http://www.irs.gov/pub/irs-pdf/p969.pdf).

# When You Can Use Your HSA

## Your DuPont Core or Premium Saver Option



### Receiving in-network preventive care? You pay nothing.

Any time you receive in-network preventive care, the plan pays 100%.<sup>1</sup>

- Annual physicals
- Immunizations
- Preventive medications



### Haven't met your deductible? You pay 100%.

When you receive non-preventive care or prescriptions, you pay 100% until you reach the deductible (there are separate deductibles for in- and out-of-network services).



### Met your deductible? You and your medical plan option share the cost.

When you receive non-preventive care or prescriptions after you've met your deductible:<sup>1</sup>

- Your medical plan option pays the majority of the cost: 80% in-network, 60% out-of-network, and varying amounts for prescription drugs.
- You pay coinsurance: 20% in-network, 40% out-of-network, and varying amounts for prescription drugs.



### Reached your out-of-pocket maximum? Your medical plan option pays 100% of in-network covered services for the rest of the year.<sup>2</sup>

The out-of-pocket maximum is there to protect you from the catastrophic costs of a serious health issue.

You can pay these expenses with your HSA money.<sup>3</sup>



You also may pay with your personal funds and choose to continue building savings in your HSA.



## What's Preventive Care?

The DuPont medical plan's preventive care coverage follows the guidelines of the Patient Protection and Affordable Care Act. To see lists of preventive services for all adults, women, and children, visit [www.healthcare.gov/coverage/preventive-care-benefits](http://www.healthcare.gov/coverage/preventive-care-benefits).

Medications classified as preventive can be confirmed on the CVS Caremark website at [www.caremark.com](http://www.caremark.com). Log on, or register if it's your first visit to the website, and use the **Check Drug Cost & Coverage** tool.



Remember, if you also enrolled in the Limited Purpose Healthcare FSA for 2021, it can be used only for eligible dental and vision expenses.

<sup>1</sup>Out-of-network services/expenses are subject to reasonable and customary (R&C) limits.

<sup>2</sup>Out-of-pocket limits apply to in-network services only. Infertility services are not subject to the out-of-pocket maximum.

<sup>3</sup>You also can be reimbursed for expenses incurred by your tax-eligible dependents—those who are not yet age 19 (or, if a student, not yet age 24) at the end of the tax year, or those who are permanently and totally disabled.

# Spending and Saving

## Spending

You can use your HSA to pay for eligible health care expenses incurred by you, your spouse, or dependents. To be eligible, these expenses cannot be covered by any other benefit plan or insurance. Examples of eligible health care expenses include:

- Standard medical services such as office visits;
- Prescriptions;
- Preventive and restorative dental care, as well as orthodontia for children and adults;
- Eyeglasses, contact lenses and solutions, and laser eye surgery;
- Copays, coinsurance, and deductibles;
- Acupuncture and chiropractic services; and
- Premiums you pay for Medicare after retirement. (If you, as the account owner, are not receiving Medicare, you generally cannot use your HSA to pay for the Medicare premiums of your spouse.)

### Your Domestic Partner and Your HSA

If you cover your domestic partner and his/her child(ren) who meet the eligibility requirements for medical coverage, and you do not claim them on your tax return, distributions from your HSA related to claims incurred by your domestic partner and/or his/her child(ren) will not be qualified medical expenses. They will be taxable and may be subject to an additional 20% tax.

## Saving

Any money left in your HSA at the end of the year will roll over into the next year. It will keep rolling over until you spend it. The money in your account is always yours, even if you change medical plans or leave the Company.

This feature means the HSA is not just a great way to finance your current health care needs—it's a great way to save money for your future health care needs, all the way through retirement. After age 65, you can even use your HSA funds to pay Medicare premiums.



### Adding Up the Savings: An Example

**Note:** Actual results may vary.

Annual HSA contributions	\$3,000
Annual expenses from HSA	\$500
Federal tax bracket	28%
State tax	0%
Investment earnings	5%
Number of years	20

**HSA balance end of year 20:**  
**\$87,170\***

**Tax savings end of year 20:**  
**\$28,550\***

\*Tax consequences can vary based on your individual situation. It's a good idea to consult with a tax advisor regarding HSA contributions and distributions.



# Your Payment Options

There are three ways to access and use your HSA funds when you go to the doctor or pharmacy starting January 1, 2021:



## 1. The Bank of America Visa® Debit Card

Use your card where Visa is accepted. For example, you can use the card to pay for eligible pharmacy purchases, or pay your health provider, dentist, or vision provider for balance-billed services. Select credit or debit at the register for automatic deduction.



## 2. Online Bill Payment

When you receive an invoice from your health care provider, use the Bank of America website (<https://myhealth.bankofamerica.com>) or mobile app to have the bill paid directly from your account, similar to online bill payment. Once the claim is approved, the provider will receive a check within 7 to 10 business days. Or, you can elect to pay certain providers by electronic funds transfer (EFT).



## 3. Reimbursement Requests

If you pay out-of-pocket for a health care service, you can request reimbursement for yourself through the Bank of America website. You can have your reimbursement made electronically, directly to your personal checking or savings account, or you can request a check by mail.

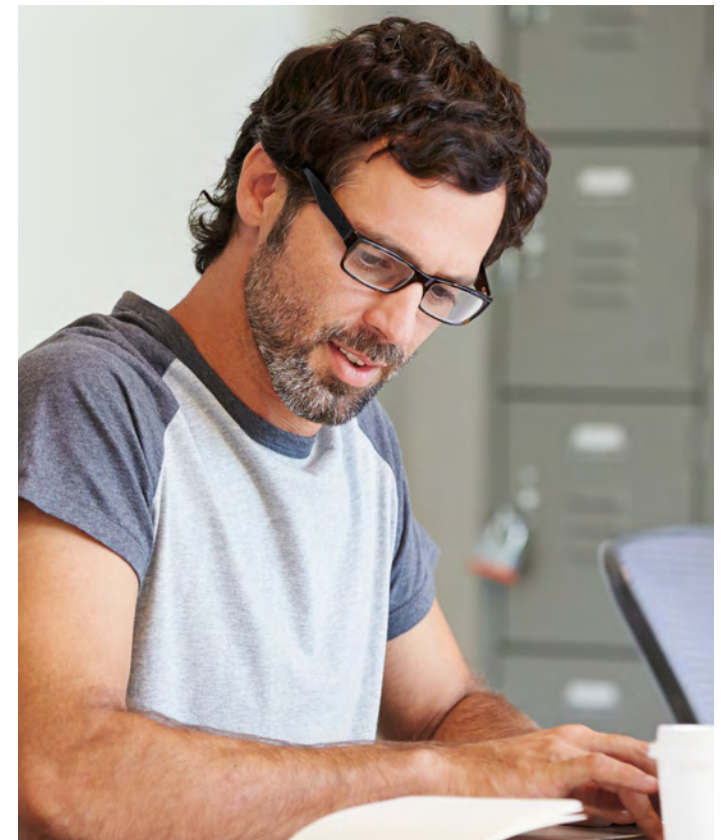
## What Happens If I Don't Have Enough Funds in My HSA?

If you don't have enough funds in your HSA to pay for a qualified medical expense, pay for the product or service out-of-pocket. Once additional funds have accumulated in your account, such as after a paycheck contribution, you can request reimbursement from your HSA by entering an online claim at <https://myhealth.bankofamerica.com>. In fact, you can request reimbursement for an expense you paid for out-of-pocket even years later, so long as your HSA was open at the time of the expense, and you have a receipt establishing the expense as eligible.

**Note:** When you have investments and your available cash account balance to pay claims falls below your cash balance threshold by \$100.01 or more, funds will be automatically sold on a pro-rata basis across all investments and swept back to your cash account from your investment account. Please contact Bank of America for additional details.

## Have Both a Limited Purpose Healthcare FSA and an HSA?

When using your debit card with a Limited Purpose Healthcare FSA paired with an HSA, eligible expenses will be paid from the FSA first until available funds are exhausted, and then remaining eligible claim amounts will be paid from the HSA.



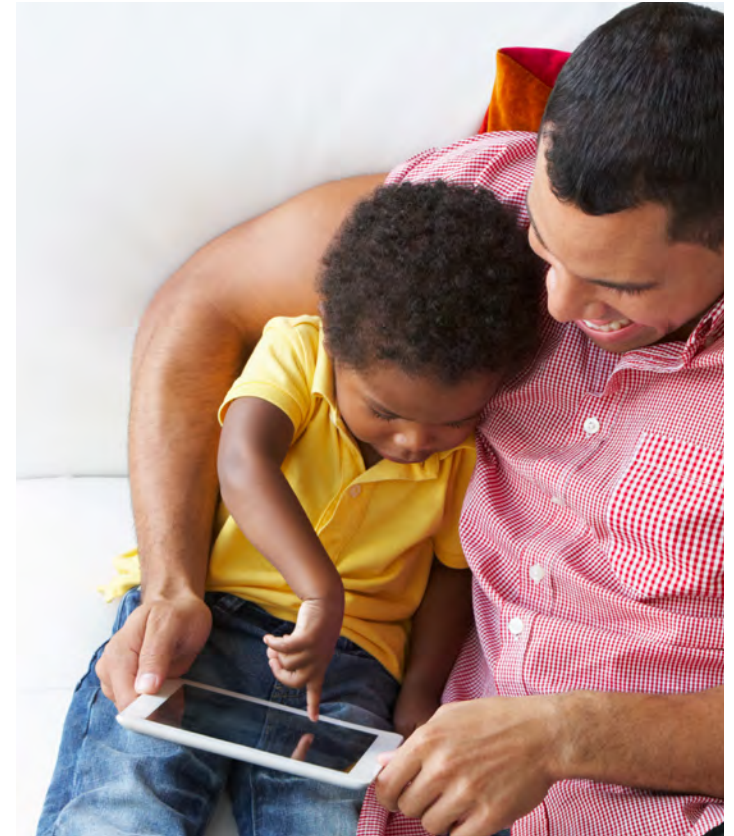
# Dos and Don'ts

## Do:

- **Get the right care in the right setting.** Use in-network care when you can. For non-life-threatening conditions, use urgent care instead of the emergency room.
- **Ask about generic drugs.** When you get a prescription, ask your doctor if a generic equivalent would be right for you. Generic drugs are just as effective as their brand-name counterparts, but they cost much less.
- **Learn to make the most of your account.** Visit the Bank of America **HSA resources** tab at <http://healthaccounts.bankofamerica.com/learn.shtml?n=12>.
- **Plan ahead.** You can only withdraw HSA funds after they have been deposited into your account. If you anticipate major medical care, try to increase the amount you contribute to your HSA. If you have a large medical expense early in the year, you will need to cover the cost using other funds and then reimburse yourself once the funds have been deposited.
- **Keep your receipts.** If you pay a medical or prescription drug bill with a personal check, a credit card, or cash, you can reimburse yourself later from your HSA, if you have the receipt. That's why you should always request a detailed receipt from your provider for the services received, and then pair it with the explanation of benefits (EOB) that you receive from your medical carrier for your records.
- **Try Teladoc.** Visit [www.teladoc.com](http://www.teladoc.com) or call **1-800-TELADOC (1-800-835-2362)** to set up an account. Teladoc connects you with a doctor by phone (or online in certain states) to diagnose and treat non-emergency issues— whether you're at home or on the road. Teladoc (general medicine only, not dermatology or behavioral health) is free for 2021.

## Don't:

- **Avoid getting the care you need to avoid out-of-pocket costs.** That's never a good idea.
- **Use your HSA for non-medical expenses.** There's a 20% penalty.
- **Leave money on the table.** If you're eligible to participate in the HSA, don't put off certifying your eligibility. You won't receive the DuPont contribution until your HSA is opened.



### Contacts

#### DuPont Connection

1-833-253-7719

<http://digital.alight.com/dupont>

#### Bank of America

1-877-319-8115

<https://myhealth.bankofamerica.com>



# No Wait. Even in the Waiting Room.



With Bank of America's Health mobile app, you can manage your HSA at any time, from anywhere. It lets you submit claims, upload claim documentation, and easily manage service providers and claims right from your smartphone or other mobile device. It's quick and easy.



You can download the BofA Health mobile app directly from the App Store or Google Play Store by typing "BofA Health."



This summary provides a quick, easy-to-understand outline of your Plan options. DuPont has made every effort to ensure that this guide accurately reflects the plan documents and contracts. or discontinue at its discretion any of the plans, programs, or services described in this summary.

If you are in a collective bargaining unit, the benefits described are subject to existing provisions in the collective bargaining agreements and subject to meeting any bargaining obligations.

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