



2019 Health Savings Account (HSA) User's Guide

Your 2019 DuPont retiree medical coverage is a high-deductible health plan option that can be paired with a Health Savings Account (HSA).



First time in a high-deductible health plan? This guide will familiarize you with your medical coverage and HSAs.



Have an HSA from being enrolled previously in a high-deductible health plan? Look inside for some helpful reminders on how you can make the most of your HSA.

All About HSAs

The HSA is a special kind of bank savings account that can work with your DuPont retiree medical plan option in 2019. As a participant in a high-deductible health plan, you may be eligible to open a tax-deductible HSA with Bank of America, the administrator of HSAs for active DuPont employees, or through a financial institution of your choosing. HSAs offer many financial benefits when paired with a high-deductible health plan.

You own and control an HSA, and can use HSA money for eligible health care expenses now, or at any time in the future—including for Medicare premiums. Money you don't use in one year rolls over to the next year. If you choose to keep or open an HSA with Bank of America or another financial institution, and you meet the eligibility criteria to contribute to an HSA, you can start, stop, or change the amount of your contribution at any time during the year.

How Much You Can Save in an HSA During 2019

(Based on Internal Revenue Service limits)



If your DuPont retiree medical plan covers **only you**

You can contribute up to \$3,5000

You can contribute up to \$1,000 more if you'll be age 55 or older in 2019



If your DuPont retiree medical plan covers **more than just you**

You can contribute up to \$7,000

You can contribute up to \$1,000 more if you'll be age 55 or older in 2019

Did You Open a Bank of America HSA as an Active Employee?

If you had an HSA with Bank of America while you were an active DuPont employee, your HSA is transferred to a retail account when you become eligible for retiree medical coverage. This retail account can be maintained with Bank of America, or you can choose to transfer it to a new HSA at another financial institution.

The Tax Advantages of Contributing to an HSA

When you contribute to an HSA, you can deduct your contributions from your taxes.

Plus, you don't pay any taxes on:

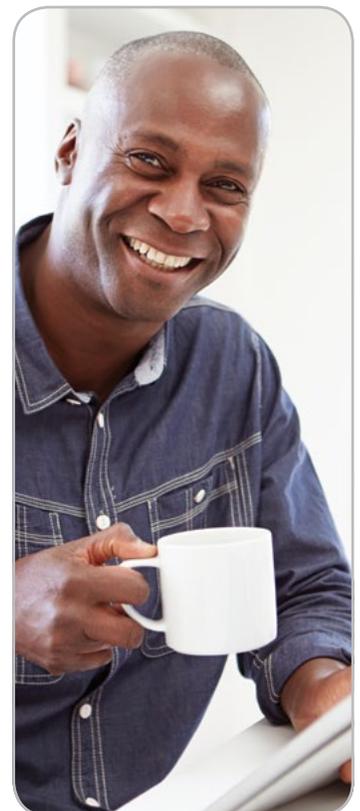
1. HSA money when you use it to pay eligible health care expenses.
2. HSA investment earnings (if applicable).

Potential Investment Earnings

HSA cash balances earn interest, and at most financial institutions you have the opportunity for investment options within your HSA. Typically, there are no fees or penalties for withdrawing money from your investments to pay for eligible health care needs.

Prior Balance Transfers

If you have more than one HSA from being enrolled in another high-deductible health plan and wish to consolidate balances, contact your financial institution to inquire about a trustee-to-trustee transfer. You should also talk with your tax advisor about your situation and possible tax implications.



How Your DuPont Retiree Medical Plan Coverage Works



Receiving in-network preventive care? You pay nothing.

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

- 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).

Hint: Find quality care at the best price using your Castlight Consumer Pricing Tool at <https://mycastlight.com/dupont>.



Met your deductible? You and the plan share the cost.

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

- The plan 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? The plan pays 100% of in-network covered services for the rest of the year.²

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 any HSA money that you have saved.³



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

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

³You 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.

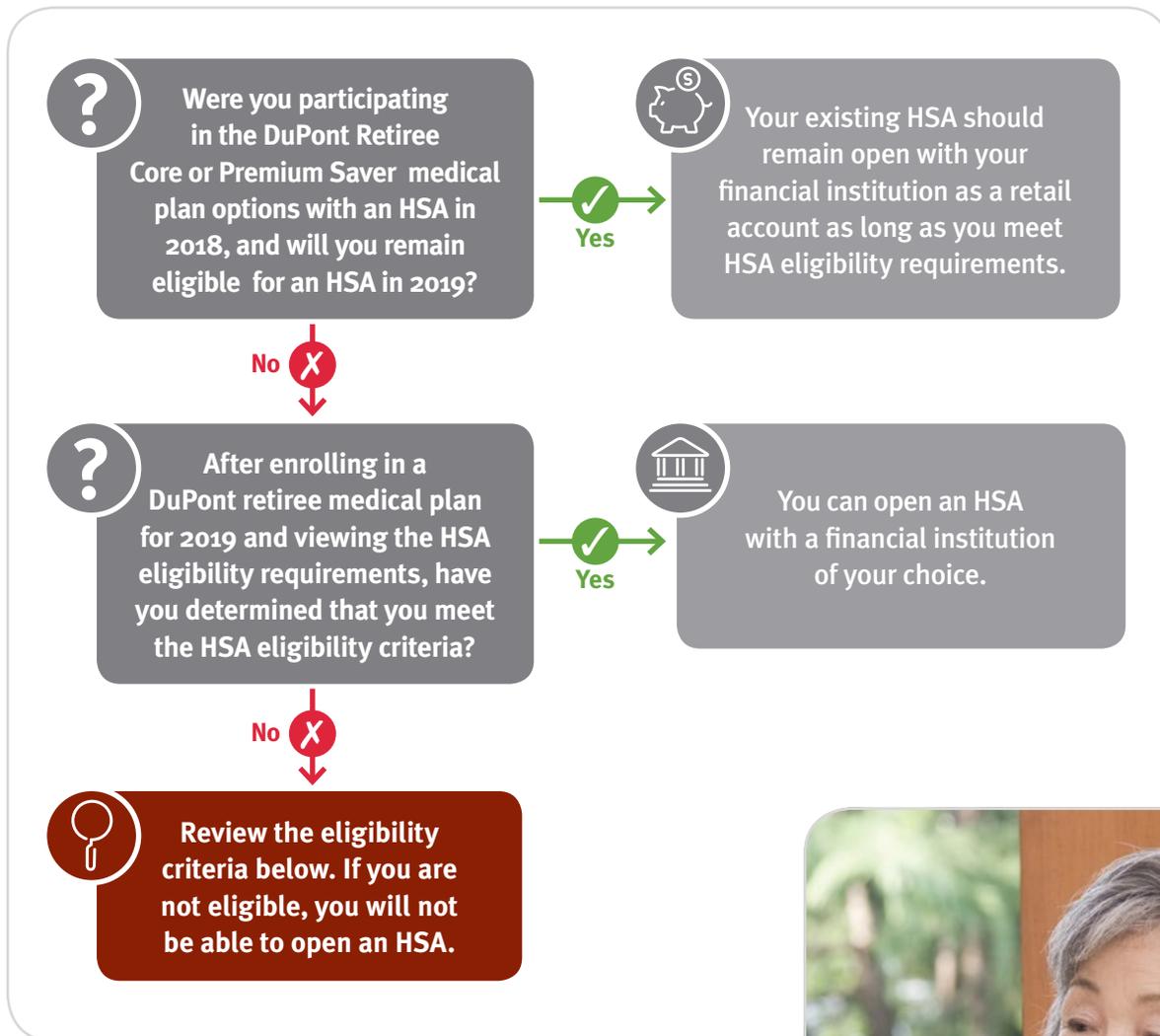
What's Preventive Care?

The DuPont retiree 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.

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



Opening an HSA: The Basics



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; 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.



HSA Spending and Saving Features

Spending

An HSA can be used to pay for eligible health care expenses incurred by you, your spouse, or covered 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.)

Saving

Any money left in your HSA at the end of each 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 become eligible for Medicare.

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.



Using an HSA to Pay for Eligible Expenses

Most financial institutions offer a variety of convenient ways to access and use your HSA funds when you go to the doctor or pharmacy. For example, you may be able to pay:



1. Using a Special Visa/Mastercard HSA Debit Card

Use your card where Visa/Mastercard cards are accepted for automatic deduction.



2. Through Online Payment

When you receive an invoice from your health care provider, use the website at your financial institution 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. Or, you can elect to pay certain providers by electronic funds transfer (EFT).



3. By Paying and Requesting Reimbursement

If you pay out-of-pocket for a health care service, you may be able to request reimbursement for yourself through the website of your HSA's financial institution. 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, you can request reimbursement from your HSA. If your HSA is with Bank of America, you can enter 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.



Dos and Don'ts for Managing Your Health Care Expenses During the Year

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.
- **Plan ahead.** You can only withdraw HSA funds after they have been deposited into your account. If you anticipate major medical care, consider increasing the amount you contribute to your HSA.
- **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 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.
- **Use Castlight to search for doctors and hospitals.** Go to <https://mycastlight.com/dupont> or call **1-888-722-0483** to compare in-network providers in your area based on costs and satisfaction ratings from other patients. Castlight uses your retiree medical plan option, deductible, and out-of-pocket maximum to help you estimate your actual expenses.

You can also look for opportunities to save on imaging, lab services, and more by installing the Castlight Mobile app on your smartphone from the App Store or Google Play. The app allows you to shop for health services when and where you need them.

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.



Contacts

DuPont Connection

1-800-775-5955

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

Bank of America

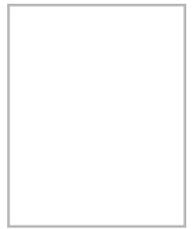
(DuPont's HSA administrator for active DuPont employees)

1-877-319-8115

<https://myhealth.bankofamerica.com>



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Look Ahead to Your 2019 Health Plan

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. However, if there is any conflict or inconsistency between this guide and those documents or contracts, the documents or contracts will govern. DuPont reserves the right to change, modify, or discontinue at its discretion any of the plans, programs, or services described in this summary.

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