

Differences between an MRA and HCSA

Simplified Medical Plan (AZ & OH)

Effective January 1, 2021

When you enroll in the Medical Plan, you are eligible to receive funding in a tax-free account, the Medical Reimbursement Account (MRA), that you can use to pay for eligible medical and prescription drug expenses not covered by your plan. In addition, you may also contribute your own funds to the before-tax Health Care Spending Account (HCSA). This tip sheet provides information on each type of account.

Funding of your accounts

- Your MRA is funded by JPMorgan Chase when you and your covered spouse/domestic partner complete Initial and Additional Wellness Activities. You cannot contribute your own dollars.
 - **Initial Wellness Activity(ies):** You must have completed an online Wellness Assessment between Nov. 23, 2019 and Nov. 20, 2020 (11:59pm ET) to receive \$100 in your Medical Reimbursement Account (MRA) (\$50 more if your covered spouse/domestic partner also completes an online Wellness Assessment between those dates).
 - **Additional Wellness Activities:** You must complete Additional Wellness Activities in 2021 to earn up to \$640 in your MRA (\$320 more if your covered spouse/domestic partner also participates). For details, see **My Health** > Wellness Activities & Services > 2021 MRA Action Plan (available in December 2020).
- Your HCSA is funded by you via payroll deductions on a before-tax basis, based on the election you make during enrollment or when you are first eligible for coverage. You decide how much to set aside, up to an annual maximum of \$2,750 for 2021.

Using your accounts

- The MRA can be used only for eligible medical and prescription drug expenses, including medical and prescription drug deductibles, coinsurance and copayments. The MRA cannot be used for dental and vision expenses.
- Once your MRA funds are exhausted, you can use your HCSA for eligible medical and prescription drug expenses. However, for dental and vision expenses, you can start using your HCSA as soon as the plan year begins on Jan. 1 or when your coverage is first effective, whichever is later.
- You can also use your HCSA for all forms of insulin (even if available without a prescription) and over-the-counter health care supplies — such as bandages, contact lens solutions and supplies, reading glasses, all menstrual care products, products (including tampons, pads, liners, cups, sponges, or similar products for menstruation), thermometers and blood pressure monitors — without a prescription.

My Health is your centralized online resource for benefits information. Type "**go/myhealth**" into your intranet browser.

MRA funds are used **first** and can be used to pay eligible out-of-pocket medical and prescription drug expenses. MRA funds cannot be used for other expenses (e.g., dental and vision).

Your HCSA can be used to pay for the same out-of-pocket costs paid by your MRA, **after** you have used up your MRA funds **plus** other out-of-pocket health care costs, such as dental and vision, which cannot be paid out of your MRA.

Carryover rules

- Any balance left in your MRA at year-end carries over for you to use in future years for eligible medical and prescription drug expenses while you remain employed at JPMorgan Chase.
- The HCSA is a “use it or lose it” account. Unused amounts up to \$550 will automatically carry over to the next year** to use toward that year’s eligible expenses. The IRS requires that **unused amounts at the end of the plan year over \$550 be forfeited**, so you should plan your contributions carefully.

If you were previously enrolled in the HCSA and decide not to participate in 2021, any unused amounts under \$25 will be forfeited. Even if you do not participate in 2021, amounts of \$25 or more (up to \$550) will remain available for eligible health care expenses.

**If you are enrolling in another employer's plan with a Health Savings Account (“HSA”) and have a balance remaining in your JPMC HCSA account, then those HCSA amounts can only be used to pay for claims incurred through the day before your HSA coverage effective date. Generally, the IRS does not permit concurrent coverage under an HSA and HCSA. Please contact your tax advisor if you have questions.

How much should you contribute to your HCSA?

The maximum amount you can contribute to your HCSA for 2021 is \$2,750 so take this into consideration as you estimate your eligible out-of-pocket health care costs for 2021. Keep in mind:

- For eligible medical and prescription drug costs, you must use all the money in your MRA before you can use your HCSA.
- For eligible dental and vision expenses, you will use the money in your HCSA (but not your MRA)
- How much do you plan to earn in your MRA by completing Initial and Additional Wellness Activities?
- You’ll find a tool to help you estimate your HCSA on the Benefits Web Center (where you’ll go to enroll for benefits).

Payment methods

When you enroll in the Medical Plan, you can pay for eligible out-of-pocket expenses from your MRA and HCSA. You will be able to choose whether you want Automatic Claim Payment or a Debit Card to pay claims from your MRA and HCSA during Annual Enrollment. For more information, see the tip sheet, Spending your MRA: Automatic Claim Payment and Debit Card, on **My Health**.

Who administers the MRA and HCSA?

- Your MRA and HCSA (if you elect to participate in it) will be administered by the health care company you elect for medical coverage, either Aetna (via PayFlex) or Cigna.

- If you are not enrolled in the JPMorgan Chase Medical Plan, your HCSA will be administered by Cigna.
- You can check your account balances at any time by logging on to your health care plan's website available on **My Health**.

Contacts

Additional information to help you choose your benefits during annual enrollment and use them throughout the year can be found on **My Health**. If you have additional questions or need more information, see the tip sheet, **Who to call with benefits questions**.

*For plan details, use the 2021 Annual Enrollment Bulletin and Summary Plan Descriptions (SPDs) found on **My Health** > Benefits Enrollment > 2021 Benefits Resources.*

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