

MACALESTER COLLEGE HEALTH AND WELFARE PLAN HIGHLIGHTS

IMPORTANT: *This is a brief summary of the features of the Macalester College Health and Welfare Plan. For a full summary, please refer to the Summary Plan Description.*

Benefits	
Premium Conversion Account	<p>The Premium Conversion Account can be used to pay the premiums of the following types of coverage:</p> <ul style="list-style-type: none"> • Employer Group Health • Employer Dental • Employer Vision
General Purpose Health FSA Limited Purpose Health FSA	<p>Health FSAs may be used to reimburse eligible medical expenses incurred during the year.</p> <p>Employees who are not eligible to participate in the employer health plan are not eligible to participate in the Health FSA.</p> <p>Employees who participate in the HSA are not eligible to participate in the Health FSA.</p> <p>Employees who participate in the Limited Purpose Health FSA are not eligible to participate in the General Purpose Health FSA Benefit.</p>
Dependent Care Account	<p>DCAP Accounts may be used to reimburse eligible dependent care expenses incurred during the year.</p>
Health Savings Account	<p>HSAs may be used to reimburse eligible medical expenses incurred during the year.</p> <p>Employees who are enrolled in any health plan that is not a high-deductible health plan are not eligible to participate in the HSA.</p> <p>Employees who participate in the General Purpose Health FSA are not eligible to participate in the HSA.</p>
Eligibility	
Eligible Employees	<p>Employee will become eligible for the Plan on the first day of the calendar month next following the day they meet the following requirements:</p> <ul style="list-style-type: none"> • Attainment of 18 years of age. • Completion of 78 hours of service. <p>The benefits offered under the Plan may have additional eligibility requirements. Please see the SPD for more information.</p>
Excluded Employees	<p>The following Employees are excluded from the Plan:</p> <ul style="list-style-type: none"> • Students, below benefit eligible employees.
Enrollment	
Elections	<p>New employees may enroll 30 days after their date of hire.</p> <p>Newly eligible employees who become eligible may enroll within 30 days of the date of eligibility. Ongoing employees may enroll during open enrollment. See SPD when elections may be modified mid-year.</p>

Contributions	
Premium Conversion Account	The amount of the contribution to the Premium Conversion Account is equal to the amount of the Participant's portion of the premium due.
General Purpose Health FSA	The maximum amount the Participant may contribute each year to a General Purpose Health FSA is \$2,500. The Company will not make additional contributions to the General Purpose Health FSA.
Limited Purpose Health FSA	The maximum amount the Participant may contribute each year to an HSA-Compatible Health FSA is \$2,500.
Dependent Care Assistance Plan Account	The maximum amount the Participant may contribute each year to a DCAP Account is \$5,000.
Health Savings Account (HSA)	The maximum amount the Participant may contribute each year to the Participant's HSA is the maximum amount permitted under the tax code (\$3,450 in 2018 if the Participant is enrolled in individual health coverage and \$6,900 if the Participant is enrolled in family health coverage).
Reimbursement	
General Purpose Health FSA	Timing: The Participant must submit claims for reimbursement from the Participant's General Health FSA no later than 03/31 of the following Plan Year. Carryover Allowed: up to \$\$500, which may be used to pay or reimburse eligible expenses for the subsequent Plan Year.
HSA-Compatible Health FSA	Timing: The Participant must submit claims for reimbursement from the Participant's HSA-Compatible Health FSA no later than 03/31 of the following Plan Year. Carryover Allowed: up to \$\$500, which may be used to pay or reimburse eligible expenses for the subsequent Plan Year.
Dependent Care Assistance Plan Account	Timing: The Participant must submit claims for reimbursement from the Participant's DCAP Account no later than 03/31 of the following Plan Year. Any amounts remaining in the Participant's DCAP Account at the end of the Plan Year after all timely claims have been paid will be forfeited.
Health Savings Account (HSA)	Employees must contact the HSA provider for information on how to submit claims for reimbursement.

Contact Information

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Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Summary Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change. In the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.