

PAYFLEX[®]

Saving money now and in the future

PayFlex[®] Health Savings Account (HSA)

Want to reduce your taxable income and increase your take-home pay? Enroll in an HSA today and start saving money for eligible health care expenses for you, your spouse and your tax dependents.

What do people love about the HSA?

- Cornell will contribute \$1,000* to your HSA.
- Contribute up to **\$3,450***/individual and **\$6,900***/family pretax dollars annually.
- Unused funds roll over from year to year.
- Your HSA stays with you, even if you switch employers, change health plans or retire.
- If you have an HSA somewhere else, you can transfer the balance to your new HSA.
- Your money can earn interest — plus, you can enjoy investment options.

Some common eligible expenses may include:

- Deductibles, copays and coinsurance
- Eligible prescriptions
- Vision care, including LASIK laser eye surgery
- Dental care, including orthodontia

Pay the PayFlex way

Once funds are available in your HSA, PayFlex makes it easy to pay for your eligible expenses.

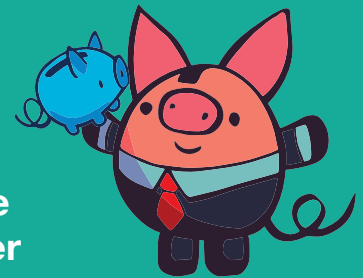
- **Use the PayFlex Card[®], your account debit card:** When you use the PayFlex debit card, your expense is automatically paid from your account.
- **Pay yourself back:** Pay for eligible expenses with cash, check or your personal credit card. Then withdraw funds from your HSA to pay yourself back. You can even have your payment deposited directly into your checking or savings account.
- **Pay your provider:** Use PayFlex's online feature to pay your provider directly from your account.

Take care of your HSA and it may grow

There aren't many accounts where you can make tax-free contributions and tax-free withdrawals, and enjoy tax-free growth.** So why not use your HSA to help maximize your potential to save for your future?

Once you have a minimum balance of \$1,000 in your HSA, you can open an investment account. There are a variety of mutual funds to choose from. There are also no transfer or trading fees and no minimum investment amount for a trade request.

Meet Pete, our interactive PayFlex adviser



Are you considering a PayFlex account? Not sure how much to contribute? Or how much you'll save? Pete, our interactive adviser, is here to help. He's friendly and ready to help you understand the benefits of enrolling in a pretax account and how much to contribute.

Visit payflex.jellyvision-conversation.com
to meet Pete and get started today.

*Cornell's contribution will be prorated for enrollments effective after January 1, 2018.

**The maximum contribution limits are subject to change annually.

***Please note that not all states provide favorable income tax treatment for HSAs.

Are you eligible for an HSA?

To enroll in an HSA, you must be enrolled in a qualified high-deductible health plan (HDHP). In addition:

- You can't have other health coverage that pays for out-of-pocket health care expenses before you meet your plan deductible.
- You or your spouse can't have a general-purpose health care flexible spending account (FSA) or health reimbursement arrangement (HRA) in the same year.
- You can't have Medicare or TRICARE.
- You can't have used Veterans Affairs (VA) medical benefits in the prior three months. Except in cases where the hospital care or medical services were for a service-connected disability.
- You can't be claimed as a dependent by someone else.

Things to keep in mind

- View the Internal Revenue Service (IRS) contribution limits and a list of common eligible expense items on the PayFlex member website.
- Annual contribution limits include contributions made by both you and your employer (if applicable).

- You can make a one-time, tax-free transfer from an Individual Retirement Account (IRA). This amount counts toward your HSA annual contribution limit.
- If you're age 55 or older, you can contribute up to an additional \$1,000 annually.
- If you use your HSA for ineligible expenses, you'll need to pay income taxes and a 20 percent penalty tax on that amount. **Note:** If you're age 65 or older or disabled at the time of this withdrawal, you won't have to pay the penalty tax. However, you're still responsible for paying income taxes.
- Save your itemized statements, detailed receipts and any Explanation of Benefits (EOB) statements for your expense records.

Questions?

Visit [payflex.com](https://www.payflex.com), or call us directly at **1-888-678-7821**. We're here to help Monday – Friday, 8 a.m. – 8 p.m. ET and Saturday, 10 a.m. – 3 p.m. ET.

It's a simple tap with the **PayFlex Mobile® app**

Managing your account has never been easier. Simply tap to:

- ✓ Check your balance and view alerts
- ✓ Make payments, withdrawals and deposits
- ✓ View PayFlex debit card transactions
- ✓ View common eligible expense items, and more

Note: There may be fees associated with a Health Savings Account ("HSA"). These are the same types of fees you may pay for checking account transactions. Please see the HSA fee schedule in your HSA enrollment materials for more information.

PayFlex Systems USA, Inc.

This material is for informational purposes only and is not an offer of coverage. It contains only a partial, general description of plan benefits or programs and does not constitute a contract. It does not contain legal or tax advice. You should contact your legal counsel if you have any questions or if you need additional information. In case of a conflict between your plan documents and the information in this material, the plan documents will govern. Eligible expenses may vary from employer to employer. Please refer to your employer's Summary Plan Description ("SPD") for more information about your covered benefits. Information is believed to be accurate as of the production date; however, it is subject to change. PayFlex cannot and shall not provide any payment or service in violation of any United States (U.S.) economic or trade sanctions. For more information about PayFlex, go to [payflex.com](https://www.payflex.com).

Investment services are independently offered through a third-party financial institution. By transferring funds into an HSA investment account you can potentially benefit from capital appreciation in the value of mutual fund holdings. However, you will also be exposed to a number of risks, including the loss of principal, and you should always read the prospectuses for the mutual funds you intend on purchasing to familiarize yourself with these risks.

The HSA investment account is an optional, self-directed service. We do not provide investment advice for HSA investment account participants. You are solely responsible for any investment account decisions you make. Mutual funds and brokerage investments are not FDIC-insured and are subject to investment risk, including fluctuations in value and the possible loss of the principal amount invested. The prospectus describes the funds' investment objectives and strategies, their fees and expenses, and the risks inherent to investing in each fund. Investors should always read the prospectus carefully before making any investment decision. System response and account access times may vary due to a variety of factors, including trading volumes, market conditions, system performance and other factors.

PayFlex Mobile® is a registered trademark of PayFlex Systems USA, Inc.