

Executive HRA Benefits

For Highly Compensated Employees

Gallagher is one of the nation's leading developers of health reimbursement arrangement (HRA) platforms. With our **Gallagher HealthInvest HRA** plan, you can provide your employees with a source of tax-free funds to reimburse their out-of-pocket medical care expenses.

Now, you can take your HRA program a step further with our executive "post-separation/premium-only" HRA plan design for your top-level employees, including highly compensated employees (HCEs).

- Provide more valuable and competitive benefits packages
- Attract and retain the best talent
- Reward your executive team
- Offer retirement incentives to senior administrators
- Take advantage of employer payroll tax savings on contributions*

*IRS rules do not allow individual choice between taxable wages and HRA contributions.

Under this special HRA plan design, HRA eligibility criteria and contribution amounts for your HCEs can be more favorable and exceed what you provide to your non-HCEs. This gives you added flexibility to reward employees without violating applicable non-discrimination rules.

- Make additional HRA contributions
- Base contributions on a percentage of salary
- Implement more favorable HRA eligibility criteria

Your defined employee group for this plan design can include both HCEs and non-HCEs.

Post-separation/Premium-only Benefits

HRA eligibility criteria and contribution amounts that favor HCEs are permissible and can be tax-exempt by adopting our turnkey Section 115 trust solution along with our executive HRA benefits plan design. All of our standard HRA features and services are included, except that reimbursements for participants, spouses, and dependents are limited to qualified post-separation insurance premiums only.

- Medical
- Dental
- Vision
- Tax-qualified long-term care (subject to IRS limits)
- Medicare Part B
- Medicare Part D
- Medicare Supplements

This special HRA plan design is based upon the retiree-only exception for insured plans under IRC Section 105(h) non-discrimination rules for employer-provided medical benefits. This exception is not an option for voluntary employees' beneficiary associations (VEBAs), which are subject to additional non-discrimination rules under IRC Section 505(b).

Section 105(h) non-discrimination rules do not prohibit you from providing varying levels or more favorable HRA benefits to employees who are not

HCEs. However, if you want to offer more favorable benefits to your executive team or other HCEs without violating the non-discrimination rules, you should take advantage of our executive HRA plan design.

Who is an HCE?

Most of your top-level employees are likely HCEs. HCEs are defined as the highest paid 25% of an employer’s non-excludable employees. When determining your top 25%, certain employees may be excluded if they are not covered by your HRA plan. These include employees who: (1) are part of a collective bargaining unit; (2) have completed less than three years of service; (3) are under age 25; or (4) work part time. A summary of nondiscrimination requirements applicable to HRAs is available upon request.

Contact Us Today

Your key employees will welcome this special HRA benefit. For many, the cost of health insurance during retirement will be their largest single expense. Give us a call today. One of our representatives will be happy to speak with you.

Minimum Participation Requirements and Fees

Minimum number of participants ¹	25
Minimum annual contributions ¹	\$25,000
Employer one-time set-up fee	\$800
Employer annual fee (begins in year two)	\$600
Participant account monthly fee ²	\$2.75
Participant account asset-based fee ²	1.25%

¹ Waiver of minimum may apply. ² Participant fees shown are standard and may be adjusted based on plan enrollment.

MORE INFO?

HealthInvestHRA.com

QUESTIONS?

1-844-342-5505

employercare@healthinvesthra.com



Insurance | Risk Management | Consulting



HealthInvest
HRA



Take control of your family's medical costs.

Gallagher HealthInvest HRA is a great way to save up for out-of-pocket medical expenses, including retiree insurance premiums. It's easy to use, and it helps you pay less in taxes.

Health Reimbursement Arrangement

An HRA is a type of health plan that puts **you in control**. It's a savings account for your family's medical care expenses and premiums. The money comes from your employer. Depending on your employer's plan design, you can begin spending your HRA right away or save it up until you meet certain eligibility requirements, such as separation from service or retirement¹.

Here's how it works:

- 1 Your employer sends tax-free money to your HRA.
- 2 You invest those funds.
- 3 You use your HRA to reimburse medical expenses now or later¹.

Gallagher is one of the nation's leading developers of health reimbursement arrangement (HRA) platforms. It all started more than 30 years ago when a retired school administrator expressed concern over the growing cost of his retiree medical insurance. This led to our development of the nation's first multiple-employer HRA program for public employees. Today, we serve over 150,000 HRA participants from more than 1,100 employers.

Investment Options

You get to invest your HRA by choosing from a menu of available investment funds. The **Investment Fund Overview** for your plan is updated quarterly and contains historical performance data for each fund. The most current Investment Fund Overview is available upon request or online after logging in at healthinvesthra.com and clicking **Resources**.

Keep More for Yourself — tax free

Here's the really neat part: Your HRA is exempt from federal income tax and FICA taxes (Social Security and Medicare). It is also exempt from state income tax in most cases (state income tax may apply in some states)². You pay no taxes on contributions, investment earnings, or medical care expense reimbursements (claims). Money

goes in tax-free, is invested tax-free, and comes out tax-free. That's the best tax advantage you can get—even better than tax-deferred programs like 457, 401(k), or 403(b) plans!

\$70
or
\$100?

Instead of starting out with \$100 and ending up with just \$70 after taxes, **you get to keep the whole \$100 in your HRA!** You could save up to \$30 or more in taxes for every \$100 your employer puts in your HRA³.

¹Your HRA may be subject to vesting, post-separation benefits only, or other limitations depending on your employer's plan design. ²Check with your employer if you want to confirm whether HRA contributions are subject to state income tax in your state. ³Example is for illustrative purposes only and will vary based on your personal tax situation. Your tax savings may be more or less.

HRA Advantages

This section gets kind of technical, but don't worry! The point is that **HealthInvest HRA** offers several advantages over other types of medical expense accounts, such as health savings accounts (HSAs) and flexible spending accounts (FSAs).

- Use any health plan — *no high-deductible health plan (HDHP) required*
- No IRS contribution limits
- Other coverage doesn't impact contribution eligibility
- Reimburses medical premiums before and after age 65, including Medicare and Medicare supplement premiums
- Unused balances carry over — *no annual "use-it-or-lose-it"*

In addition, HealthInvest HRA can provide many other benefits.

- Significant tax savings
- Participant-directed investments, similar to your 457, 401(k), or 403(b) plan
- Spouse and dependents or eligible survivors are covered if you pass away

⁴Your young adult children are covered through the end of the calendar year in which they turn age 26.



Common Medical Care Expenses

The growing cost of health care is a huge concern for most active employees and retirees. Insurance premiums, copays, and deductibles are on the rise. Coverage levels are dropping, and the cost of medical care keeps going up. As these problems worsen, employees struggle to cope. Many are working past retirement age because they can't afford \$1,000 per month or more for medical insurance.

Fortunately, with **HealthInvest HRA**, you can save up tax-free funds to help cover your out-of-pocket medical care expenses either now or during retirement, depending on your employer's plan design. There are lots of different types of qualified medical care expenses. Several of the most common are listed below.

- Copays
- Deductibles
- Prescriptions
- Preventive care
- Chiropractic
- Dental
- Orthodontia
- Vision exams
- Laser eye surgery
- Retiree insurance premiums (medical dental, vision)
- Medicare Part B
- Medicare Part D
- Medicare supplement
- TRICARE[®] premiums (medical, dental)
- Qualified long-term care (subject to IRS limits)

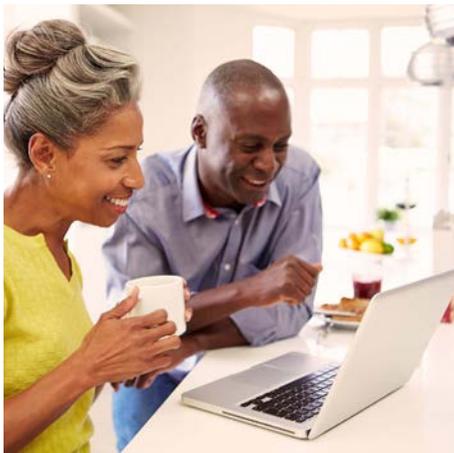
Internal Revenue Code Section 213(d) outlines qualified medical care expenses and premiums. For quick reference, read our **Medical Care Expenses** handout available upon request or online after logging in at healthinvesthira.com and clicking **Resources**.

Common HRA Funding Sources

In many cases, your employer will contribute certain funds that would otherwise be paid to you as taxable income. Your employer may also provide contributions in connection with its own creative employee benefits goals and initiatives. Several of the most common types of HRA funding sources are listed below.

- Unused leave cash-outs (annually, at separation, or retirement)
- Mandatory employee contributions (group salary reduction)
- Direct employer contributions (to help offset increased medical costs for employees)
- Excess or leftover benefit dollars
- Financial incentive to:
 - Enroll in lower-cost medical plan
 - Opt out of employer-sponsored medical plan
 - Participate in wellness plan activities
 - Retire early

Eligibility and funding sources are usually defined in writing within collective bargaining agreements, employer policies, etc. You should check with your employer, union, or employee group leadership if you have questions about what HRA funding sources may apply to you. Keep in mind that IRS rules do not permit individual elections. All employee group members defined as eligible must participate.



Enrollment Process

When you become eligible to participate, your employer will usually enroll you automatically. We will send a welcome letter to you after your enrollment is complete and we have received a contribution from your employer. Your welcome letter will contain your account number, claims-eligibility

status, investment allocation, and online registration instructions. **Your contribution(s) will be invested in your plan's default investment fund until you make a change.** You can view available fund options and easily change your investment allocation online or from our mobile app, HRAgo®.



Using Your HealthInvest HRA

You may be thinking to yourself, “All of this sounds great, but what about the hassle factor? How hard is it to manage my account and get my money back when I’m ready?” Well, we’ve got great news for you! We’ve been doing this longer than just about anybody. We understand this is your money, and we offer many forms of service to help make things easy for you.

- 24-hour online account access at healthinvesthira.com
- HRAgo® (mobile app)
- Debit card (if available under your plan)
- Online claims submission
- E-communication in lieu of paper
- Direct deposit of reimbursements
- Automatic reimbursement of monthly premiums
- Paper forms—*just in case you like doing things the old-fashioned way!*

Last but not least, our friendly and award-winning customer care team is just a call or email away if you need help. You can contact us at **1-844-342-5505** or customercare@healthinvesthira.com. Any one of our representatives will be happy to answer your questions and help sort out any problems you may have.

Fees

Plan administrative fees usually include a flat monthly account fee and/or an asset-based percentage fee. Fee structures vary by employer based on plan design and size. Check with your HealthInvest HRA representative or your employer if you want to confirm account fees. If you are already an enrolled participant, plan administrative fees are listed on your account statements under **Important Notes** or can be found online after logging in at healthinvesthira.com and clicking **Resources**.

To the extent permitted or required by law, certain fees, assessments, or other amounts payable to the federal government may also be deducted from your account.

Investment fund manager fees and other fund expenses vary by fund. To view these fees, refer to the **Investment Fund Overview** for your employer’s plan. You can get the most current Investment Fund Overview upon request or online after logging in at healthinvesthira.com and clicking **Resources**.

Survivor Benefit

If you pass away, your surviving spouse and qualified dependents may continue using remaining funds to reimburse their eligible medical care expenses and premiums on a tax-free basis. In the unlikely event you have no eligible survivors, the executor of your estate can spend down your account by filing claims for any unreimbursed medical care expenses you incurred prior to your death. Remaining funds, if any, after all final claims have been reimbursed would be redistributed according to the terms of your employer’s plan.

HealthInvest HRA Customer Care Center

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www.healthinvesthra.com



Download our mobile app, HRAgo®, today!

Plan Adoption Information

To learn more about adopting HealthInvest HRA for your group, visit www.ajg.com/us/healthinvest-hra or contact:

1-800-888-8322



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HealthInvest
HRA



Choosing Your Investment Allocation

You've Got Options

Using our available fund lineup, you get to choose how your health reimbursement arrangement (HRA) is invested. Many investment advisors recommend using target allocation funds like those listed on Page 4. A target allocation fund is great if you want a mix of stocks and bonds chosen and managed for you by professionals. If you'd rather build your own portfolio, you can pick any combination of available funds. Individual money market and mutual fund options are listed on Page 5.

Are you comfortable making your own investment decisions?

No.



Target Allocation Funds

(Page 4)

Yes.



Individual Funds

(Page 5)

First Things First

Choosing the right fund(s) can help reduce risk and increase potential returns over time. You should base your asset allocation (fund selection) on several factors, such as:

1. When you expect to start using your HRA funds (time horizon);
2. The level of risk you're willing to accept (risk tolerance);
3. The type of investor you are (growth- or preservation-oriented);
4. Other savings or investments you may have; and
5. Your own personal financial goals.

Growth Strategy. If you plan on **saving your HRA** for several years, or if you're an aggressive investor, you might put more in equity (stock) funds and less in money market or bond funds. Growth strategies like this involve more risk. You must be willing to accept the possibility of large swings (ups and downs) in value.

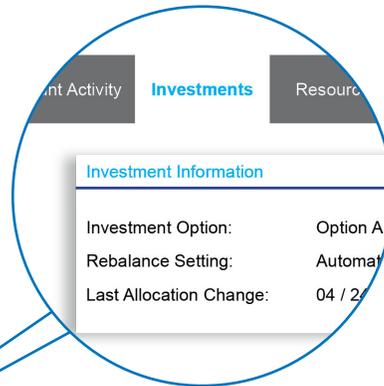
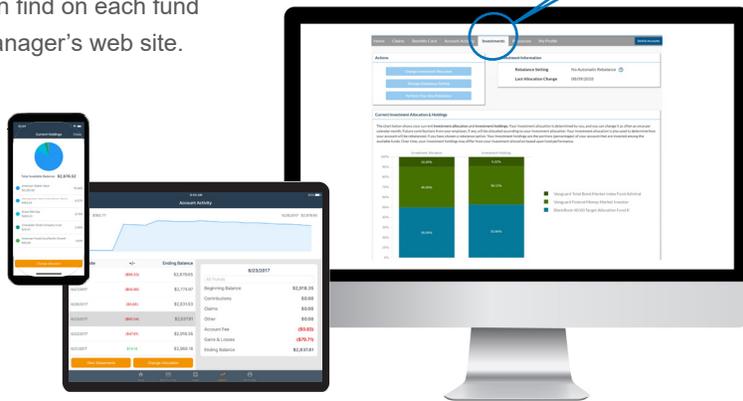
Preservation Strategy. Maybe you're more conservative or plan on **using your HRA** soon and want to preserve your principal value (original investment). In this case, you might prefer money market and bond funds over stocks. While this approach may involve less risk and smaller swings in value, it also reduces the potential for larger long-term returns.

You should review your investments at least once per year. As your circumstances change, you should reconsider your asset allocation strategy and make appropriate changes.

Making a Change

To review or change your fund selection, log in at **HealthInvestHRA.com** and click **Investments**. You can make changes once per calendar month. Your HRA is invested 100% in the BlackRock 20/80 Target Allocation Fund K (default) until you make a change.

You should carefully consider an investment fund's objectives, risks, fees, charges, and expenses before investing. This and other important information is contained in the prospectus for each fund, which you can find on each fund manager's web site.



Contributions or transfers are deposited according to your asset allocation percentages on file. Withdrawals (claims) are deducted pro rata based on your investment holdings at the time of claim.

Fund values fluctuate on a daily basis. Withdrawals (claims) may be worth more or less than your original investment. Any investment that contains stocks or bonds entails the risk of loss. Investment returns, particularly over shorter time horizons, are highly dependent on investment market trends. Investing in stocks and bonds is suitable primarily as a longer-term strategy and should be considered carefully if you plan to file claims.

Generally, investments with higher potential returns involve greater risk and more volatility. Past performance does not guarantee future results. Funds are not FDIC insured, are not guaranteed by a bank, and may lose value.

Contact Us

If you have questions, please contact our Customer Care Center. Any one of our friendly representatives will be happy to help you. Please note that we can't give you investment advice or tell you which funds to pick. But, we can guide you through our materials, which are designed to help you make your own decision.



Start using our handy mobile app! Search and download **HRAgo®** to easily manage your HRA “on the go.” You can check and update your investment allocation—even snap pics of supporting documentation and submit claims right from your mobile device.

Download HRAgo® today!



QUESTIONS?

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MORE INFO?

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Target Allocation Funds

Choose a stock and bond portfolio managed by professionals

These target-risk funds use suites of underlying mutual funds and exchange-traded funds (ETFs). The portfolios are well diversified and professionally managed by BlackRock to maintain their targeted mix of stocks (higher risk) and bonds (lower risk).

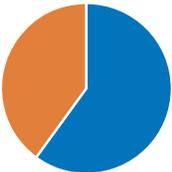
To get started, simply choose one or more portfolios that have the mix you want. Then, sit back and let them do the work. Keep in mind that the target asset

allocations in these funds are static (stay the same), and it is unlikely that they will change. It's a good idea for all investors to periodically revisit their investments and asset allocations. This helps make sure their investment choices remain aligned with their current investing goals and time horizons.

Before investing, you should carefully consider each portfolio's target risk level and time horizon. Also, consider

an investment fund's objectives, risks, fees, charges, and expenses. This and other important information is contained in the prospectus for each fund, which you can find on each fund's web page at blackrock.com.

To review or change your investment selection, log in at **HealthInvestHRA.com** and click **Investments** on the menu bar.

Portfolio Name	Risk Level	For Investors Who:
 <p>BlackRock 20/80 Target Allocation Fund K (BKCPX)</p> <ul style="list-style-type: none"> 20% Stocks 80% Bonds <p>blackrock.com</p>	<p>Conservative</p>	<p>Have a short- to medium-term time horizon (3 to 5 years), can accept lower fluctuations in value, and can tolerate a lower degree of risk that comes from the volatility of the stock market.</p>
 <p>BlackRock 40/60 Target Allocation Fund K (BKMPX)</p> <ul style="list-style-type: none"> 40% Stocks 60% Bonds <p>blackrock.com</p>	<p>Low to Moderate</p>	<p>Have a medium-term time horizon (at least 5 years), can accept modest fluctuations in value, and can tolerate a moderate degree of risk that comes from the volatility of the stock market.</p>
 <p>BlackRock 60/40 Target Allocation Fund K (BKGPX)</p> <ul style="list-style-type: none"> 60% Stocks 40% Bonds <p>blackrock.com</p>	<p>Moderate</p>	<p>Have a long-term time horizon (more than 5 years), are willing to accept above-average fluctuations in value, and are willing to accept an above-average degree of stock market volatility.</p>
 <p>BlackRock 80/20 Target Allocation Fund K (BKAPX)</p> <ul style="list-style-type: none"> 80% Stocks 20% Bonds <p>blackrock.com</p>	<p>Moderate to High</p>	<p>Have a long-term time horizon (more than 5 years), are willing to accept high fluctuations in value, and can tolerate a high degree of stock market volatility.</p>



Not FDIC insured. No bank guarantee. May lose value.

Individual Funds

Build your own portfolio using money market and mutual funds

In addition to the target allocation funds, our fund lineup also includes a money market fund and several mutual fund options. These are mainly for those who understand investing and are comfortable building and managing their own portfolios.

You may choose just one fund or any combination of two or more funds. If you choose multiple funds, some will outperform others over time. As this occurs, you'll end up with more or less in

certain funds than you originally selected. Rebalancing brings your holdings (the amount you have in each fund) back in line with your desired asset allocation. You can set up rebalancing to occur automatically every quarter (four times per year) or annually (once per year). You can also rebalance your portfolio on demand up to once per month.

It's a good idea for all investors to periodically revisit their investments and asset allocations. This helps make sure

their investment choices remain aligned with their current investing goals and time horizons. Also, before investing, you should carefully consider an investment fund's objectives, risks, fees, charges, and expenses. This and other important information is contained in the prospectus for each fund, which you can find on the fund manager's web site.

To review or change your investment selection, log in at **HealthInvestHRA.com** and click **Investments** on the menu bar.

Fund Name	Asset Class	Fund Objectives
Vanguard Federal Money Market Investor vanguard.com	Money Market	Seeks to provide current income while maintaining liquidity and a stable price of \$1. A 100% allocation to this fund is the most conservative choice. Participants who plan to use their HRA money within the first couple of years might consider this fund.
Vanguard Total Bond Market Index Fund Admiral vanguard.com	Total Return Bond (Passive)	Seeks to provide a low cost way to gain broad exposure to U.S. investment-grade bonds.
Western Asset Core Plus Bond IS westernasset.com	Total Return Bond	Seeks to maximize total return via an actively managed, well-diversified core fixed income strategy that includes limited exposure to opportunistic debt sectors.
Vanguard Total Stock Market Index Fund Institutional vanguard.com	All Cap Equity (Passive)	Seeks to provide a low cost way to gain exposure to the entire U.S. equity market, including small-, mid-, and large-cap stocks.
PIMCO StocksPLUS Absolute Return Institutional pimco.com	Large Cap Equity	Seeks to provide long-term capital appreciation by actively investing in S&P 500 futures and swaps for passive equity exposure and low duration fixed income as the collateral pool and a source of alpha.
PIMCO StocksPLUS Small Institutional pimco.com	Small Cap Equity	Seeks to provide long-term capital appreciation by actively investing in Russell 2000 futures and swaps for passive equity exposure and low duration fixed income as the collateral pool and a source of alpha.
Vanguard Total International Stock Index Admiral vanguard.com	Non-US Equity (Passive)	Seeks to provide a low cost way to gain small-, mid-, and large-cap equity exposure to both developed (excludes the U.S.) and emerging international economies.
American Funds EuroPacific Growth R6 americanfunds.com	Non-US Equity	Seeks to provide a low cost way to gain small-, mid-, and large-cap equity exposure to both developed (excludes the U.S.) and emerging international economies.

↑ Lower Risk/Return
↓ Higher Risk/Return

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Understanding the Basics

To help with your decision, take some time to study these basic investment terms. You'll find them used throughout our investment materials.

Asset Classes. In general, there are three types of asset classes: short-term investments (money market); bonds (fixed income); and stocks (equities). Aggressive investors with longer-term time horizons and goals might put more in stock funds and be comfortable with higher risk. Those with shorter time horizons are usually more conservative and prefer stable value and bond funds with lower risk.

Bonds. Bonds are kind of like loans. Corporate or governmental entities issue bonds when they need to borrow money. Investors buy the bonds, and the entity (bond issuer) pays back the money, plus interest. Bonds are more conservative than stocks.

Diversification. Investing in more than just one asset class is called diversification. If you diversify, your account won't be affected as much if one fund performs poorly. A diversified mix of funds should, on average, result in lower overall risk and higher long-term returns. Keep in mind that diversification will not guarantee a profit or prevent all losses.

Exchange-traded Fund (ETF). An ETF is a basket of different types of investments that are pooled together into a single fund. ETFs offer shares to investors, which are traded on major stock exchanges.

Market Capitalization. Often referred to as "market cap," market capitalization is the total market value of a company's stock (outstanding shares). Generally, companies worth between \$300 million and \$2 billion are considered **small caps**. Companies worth between \$2 billion and \$10 billion are **mid caps**. Companies worth more than \$10 billion are **large caps**.

Money Market Fund. A money market fund is a type of mutual fund that invests only in high-quality, short-term cash and cash equivalent securities. Money market funds are very low-risk on the investment spectrum.

Mutual Fund. A mutual fund is an investment that pools money from investors. The fund's manager is paid a fee and decides where to invest the pooled money. Mutual funds diversify by investing in many different companies. Even if a few company stocks perform poorly, their losses may be offset by all the other

companies that perform well. Most funds in the HealthInvest HRA lineup are mutual funds or use mutual funds..

Prospectus. A prospectus is a document that provides details about an investment available to the public.

Rebalancing. Rebalancing brings your holdings (the amount you have in each fund) back in line with your asset allocation on file. This helps maintain the level of risk you want in your portfolio and achieve your overall investment goals.

Risk. You probably think of risk as the chance you could lose money. For example, you may lose money if your account value drops during a down market and you submit a claim (take money out) before the market and your account value go back up.

Higher risk often means greater potential reward, but there is no guarantee. Lower risk usually means less potential reward. You should also consider inflation risk. This is the chance your investments will not earn enough to keep pace with the rising cost of living which, in this case, is increasing healthcare costs.

Stocks. Investments that represent an ownership share of a company are called stocks. Companies sell stock to investors to raise money. Stock prices go up and down in value and involve more risk than bonds and stable value funds. Stocks also have potential for higher returns over time.

Time Horizon. Your time horizon is the number of months or years until you expect to start using your HRA. Your fund selection should depend heavily on your time horizon. Those with longer time horizons are often willing to take more risk. Those with shorter time horizons usually want less risk.

Time is very important. Reinvestment of earnings over time (compounding) is powerful and can help your HRA grow faster. Time also helps smooth out ups and downs in the financial market.

Total Return. An investment's total return includes its overall return from all sources, including capital gains and dividends. Total return is usually expressed as a percentage of the invested amount over a given time period, generally one year.



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QUESTIONS?

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MORE INFO?

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Medical Care Expenses

You can use your health reimbursement arrangement (HRA) to pay or reimburse hundreds of eligible medical, dental, or vision expenses and premiums. Your HRA covers you, your spouse, and dependents. IRS-qualified “medical care” expenses and premiums are outlined in Section 213(d) of the Internal Revenue Code. Examples include, but are not limited to, those listed below.

When you’re ready to file a claim, log in at HealthInvestHRA.com and click **Claims**, or use our handy mobile app, **HRAgo**®. We’ll process your claim in about five to seven business days.

With our free **Benefits Card**, you don’t have to file claims and wait to get reimbursed. Just swipe your card and save the explanation of benefits (EOB) or detailed invoice from your provider. We’ll let you know when we need a copy.

General Expenses

Acupuncture	Gynecology/Obstetrics	Physicals (annual, DOL)
Alcoholism and drug treatment center costs	Hearing aids and batteries	Prescription medicines
Birth control (male and female)	Immunizations	Preventive care
Blood pressure monitor	Lactation aids, consultation	Psychiatric
Chiropractic	Laser eye surgery	Retirement home (medical care costs)
Christian Science office visits	Massages*	Stem cell therapy
Contact lenses	Medical supplies and equipment	Stop smoking programs
Copays	Naturopathic office visits	Transportation
Coinsurance	Organ transplants	Vaccines
Deductibles	Orthodontia	Vasectomy
Dental	Orthotics	Vision (exams, glasses, prescription sunglasses)
Flu shots	Osteopathy	Wheelchair
Fertility treatments	Physical therapy	

*Letter of medical necessity required.

Premiums

IRS-qualified premiums deducted from your paycheck after taxes are eligible, unless your employer offers a pre-tax option. Premiums deducted from your spouse’s paycheck after taxes may be eligible.

Medical*	Qualified long-term care	Medicare Supplement
Dental	Medicare Part B	
Vision	Medicare Part D	

*Includes marketplace exchange premiums that are not or will not be subsidized by the Premium Tax Credit.

The OneBridge Visa® Benefits Card is issued by The Bancorp Bank, Member FDIC, pursuant to a license from Visa U.S.A. Inc. and may be used for qualified expenses wherever Visa debit cards are accepted. See Cardholder Agreement for details.

Over-the-counter (OTC)

Medicines and Drugs*

Acne medications	Pain relievers
Allergy and sinus medicines	Sinus medications
Antacids	Sleep aids
Aspirin	Stomach remedies
Cold medicines	Supplements**
Cough syrup	
Eye drops	
First aid creams/liquids	
Nasal sprays or drops	
Nicotine gum/patches	

Miscellaneous Items

(no prescription required)

Bandages
Birth control products and devices
Contact lens solution
Crutches
Insulin
Diagnostic devices (blood sugar kits)
Menstrual products (starting 01/01/2020)

Certain restrictions may apply. Read our [HealthInvest HRA Summary Plan Description](#) for details. To get a copy, log in online and click Resources. Expenses solely for cosmetic reasons are not qualified medical care expenses. Expenses for items or services intended to maintain good health and not treat a diagnosed medical condition are usually not eligible. Certain "dual-purpose" expenses, such as massages, may require a letter of medical necessity from your licensed healthcare provider. If you're covered by a healthcare flexible spending account (FSA), it must be used up before submitting claims to your HRA.

*Prescription or letter of medical necessity required if purchased before January 1, 2020. This requirement does not apply to purchases made on or after January 1, 2020. **Supplements require a prescription or letter of medical necessity.

Medicare

Copays	Hospice care	Medicare Supplement premiums
Coinsurance	Hospital stay	Outpatient hospital services
Deductibles	Medicare Part B premiums	Skilled nursing facility stay
Home health care	Medicare Part D premiums	

Military Retirees

Copays	Medicare Part D Premiums	TRICARE premiums (medical and dental plans)
Deductibles	Miscellaneous medical, dental, and vision expenses	
Medicare Part B Premiums		

Ineligible Expenses

Aromatherapy	Hair regrowth supplies and services	Protein drinks
Cosmetic products and procedures	Hair transplants	Shampoo (including medicated)
Counseling (marriage, general wellbeing)	Health sharing premiums	Tips
Facelifts	Late fees	Tooth brushes (including electronic)
Food	Marijuana, marijuana-derived CBD products	Vitamins (most cases)
Gym memberships*	Massages*	Warranties, protection plans

*May be reimbursed with a letter of medical necessity.

MORE INFO?

HealthInvestHRA.com

QUESTIONS?

1-844-342-5505

customercare@healthinvesthira.com



Gallagher

Insurance | Risk Management | Consulting

Consulting and insurance brokerage services to be provided by Gallagher Benefit Services, Inc. Gallagher Benefit Services, Inc. is a licensed insurance agency that does business in California as Gallagher Benefit Services of California Insurance Services and in Massachusetts as Gallagher Benefit Insurance Services. Neither Arthur J. Gallagher & Co., nor its affiliates provide accounting, legal or tax advice.

Investment Fund Overview

You can invest your **HealthInvest HRA** by choosing from a menu of available fund options. This lets you pick your investments based on what is most important to you.

- Your tolerance for risk and potential fluctuations in your account value
- The length of time until you expect to begin using your HRA (in-service versus post-separation HRA coverage)
- Whether you want to **grow** your account or **preserve** your account
- Investment management style, fund objectives, and fees
- Diversification

This **Investment Fund Overview** for your Plan is updated quarterly and contains historical performance data for each available fund. To get a current copy, log in at **HealthInvestHRA.com** and click **Resources**. Remember, past performance does not guarantee future results.

You should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Visit the sites listed below for information about investing.

- <https://investor.vanguard.com/investing/how-to-invest/>
- <https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/pension-protection-act/investing-and-diversification>

Making a Change

To review or change your current investment selection, log in at **HealthInvestHRA.com** and click **Investments** on the menu bar.

- Your HRA will remain invested in your plan's default investment fund until you make a change.
- You can use any combination of available funds.
- You can make changes up to once per calendar month.
- If you are in multiple funds, medical care expense reimbursements from your HRA will be prorated based on your balance in each fund.

Investing involves risk, and you could lose money. You should consult with a professional financial advisor before making investment decisions. This Investment Fund Overview does not contain investment advice. HealthInvest HRA representatives do not give investment advice.

Expenses & Fees

Investment fund operating expenses vary by fund as shown in this **Investment Fund Overview**. Plan administrative fee structures vary by plan sponsor and usually include a flat monthly account fee and/or an annualized asset-based fee. These fees are deducted from your account or paid by your employer or plan sponsor. Fees deducted from your account are listed on your account statements under **Important Notes**.

Fees are used to pay plan expenses, such as enrollment and claims processing, plan management, recordkeeping, legal, compliance, printing, banking and custodial, web management, investment management, postage, etc. To the extent permitted or required by law, certain fees, assessments, or other amounts payable to the federal government may also be deducted from your account. It is possible that fees could exceed your investment return.

Fund Name (Ticker) Objective	Asset Category	Risk Level	Fund Operating Expense (%)	YTD 2022	Calendar Year 2021	Calendar Year 2020	Average Annual Returns (%)*				
							Calendar Year 2019	1-Year as of 12/31/22	3-Year as of 12/31/22	5-Year as of 12/31/22	10-Year as of 12/31/22
TARGET ALLOCATION											
<p>BlackRock 20/80 Target Allocation Fund K (BKCPX) Seeks a balance between long-term capital appreciation and high current income, with an emphasis on income. Normal exposure: 20% equity securities; 80% fixed-income securities. www.blackrock.com</p>											
<i>This fund is your Plan's default investment. Your HRA is automatically invested in this fund until you make a change.</i>											
	Conservative Allocation	Low	0.29	-14.64	4.57	12.05	12.59	-14.64	-0.39	1.71	3.95
<p>BlackRock 40/60 Target Allocation Fund K (BKMPX) Seeks a balance between long-term capital appreciation and high current income, with an emphasis on income. Normal exposure: 40% equity securities; 60% fixed-income securities. www.blackrock.com</p>											
	Moderately-Conservative Allocation	Low Moderate	0.29	-14.81	8.13	16.61	16.65	-14.81	1.84	3.48	5.85
<p>BlackRock 60/40 Target Allocation Fund K (BKGPX) Seeks long term capital appreciation, and current income is also a consideration. Normal exposure: 60% equity securities; 40% fixed-income securities. www.blackrock.com</p>											
	Moderate Allocation	Moderate	0.28	-15.78	11.40	18.58	21.05	-15.78	3.24	4.63	7.12
<p>BlackRock 80/20 Target Allocation Fund K (BKAPX) Seeks long term capital appreciation. Normal exposure: 80% equity securities; 20% fixed-income securities. www.blackrock.com</p>											
	Moderately-Aggressive Allocation	Moderate High	0.31	-16.08	14.98	19.30	24.74	-16.08	4.86	5.85	8.72
MONEY MARKET											
<p>Vanguard Federal Money Market Investor (VMFXX) Seeks to provide current income while maintaining liquidity and a stable share price of \$1. www.vanguard.com</p>											
	Money Market	Low	0.11	1.55	0.01	0.45	2.14	1.55	0.67	1.18	0.71
BOND											
<p>Vanguard Total Bond Market Index Fund Admiral (VBTLX) Seeks to track the performance of a broad, market-weighted bond index. www.vanguard.com</p>											
	Intermediate-Term Bond (Passive)	Low	0.05	-13.16	-1.67	7.72	8.71	-13.16	-2.75	-0.01	1.00
<p>Western Asset Core Plus Bond IS (WAPSX) Seeks to maximize total return from a high-quality, U.S. domestic core fixed-income portfolio that can be enhanced by allocations to sectors such as high-yield, non-U.S. and emerging market debt. www.franklintempleton.com</p>											
	Intermediate-Term Bond	Low	0.42	-18.83	-1.87	9.51	12.28	-18.83	-4.45	-0.70	1.58

Fund Name (Ticker) Objective	Asset Category	Risk Level	Fund Operating Expense (%)	YTD 2022	Calendar Year 2021	Calendar Year 2020	Average Annual Returns (%)*				
							Calendar Year 2019	1-Year as of 12/31/22	3-Year as of 12/31/22	5-Year as of 12/31/22	10-Year as of 12/31/22
DOMESTIC EQUITY											
Vanguard Total Stock Market Index Fund Institutional (VITSX) Seeks to track the performance of a benchmark index that measures the investment return of the overall stock market. www.vanguard.com	US All Cap (Passive)	High	0.03	-19.51	25.73	21.00	30.80	-19.51	6.98	8.72	12.09
PIMCO StocksPLUS Absolute Return Fund I (PSPTX) Seeks total return which exceeds that of the S&P 500, backed by an actively managed portfolio of fixed income securities with an absolute return orientation. www.pimco.com	US Large Cap	High	0.65	-22.08	27.88	18.82	33.12	-22.08	5.79	8.24	11.93
PIMCO StocksPLUS Small Fund I (PSCSX) Seeks total return which exceeds that of the Russell 2000, backed by an actively managed portfolio of fixed income securities with an absolute return orientation. www.pimco.com	US Small Cap	High	0.70	-23.90	14.08	19.76	26.76	-23.90	1.30	2.97	8.79
INTERNATIONAL EQUITY											
Vanguard Total International Stock Index Admiral (VTIAX) Seeks to track the performance of a benchmark index that measures the investment return of stocks issued by companies located in developed and emerging markets, excluding the United States. www.vanguard.com	Non-US Equity (Passive)	High	0.11	-16.01	8.62	11.28	21.51	-16.01	0.51	1.09	4.06
American Funds EuroPacific Growth R6 (REGRX) Seeks to provide long-term growth of capital. Invests in companies based chiefly in Europe and the Pacific Basin, ranging from small firms to large corporations. www.americanfunds.com	Non-US Equity	High	0.46	-22.72	2.84	25.27	27.40	-22.72	-0.15	1.54	5.30

*Returns greater than one year are annualized.

Performance information listed above obtained from Morningstar®.

You should carefully consider an investment fund's objectives, risks, fees, charges, and expenses before investing. This and other important information is contained in the prospectus for each fund, which you can get at each fund's respective website as listed under **Fund Name** above. Read the prospectuses carefully before investing.

Past performance does not guarantee future results. Funds are not FDIC insured, are not guaranteed by a bank, and may lose value. Current performance may be higher or lower than the performance shown. The investment return and principal value of an investment will fluctuate so that your account value, when withdrawn, could be worth more or less than its original value. Investment values will fluctuate, and there is no assurance that the objective of any fund will be achieved.

Investment advisory, named and independent fiduciary services are offered through Gallagher Fiduciary Advisors, LLC, an SEC Registered Investment Adviser. Gallagher Fiduciary Advisors, LLC may pay referral fees or other remuneration to employees of AJG or its affiliates or to independent contractors; such payments do not change our fee. This document contains confidential and proprietary information that belongs to Gallagher Fiduciary Advisors, LLC and is protected by copyright, trade secret and other State and Federal laws. Any copying, redistribution or retransmission of any of the contents without the written consent of Gallagher Fiduciary Advisors, LLC is expressly prohibited. Gallagher Fiduciary Advisors, LLC is a single-member, limited-liability company, with Gallagher Benefit Services, Inc. as its single member. Neither Arthur J. Gallagher & Co., Gallagher Fiduciary Advisors, LLC nor their affiliates provide accounting, legal or tax advice.

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Questions?

1-844-342-5505

customercare@healthinvesthra.com

HealthInvestHRA.com



Gallagher

Insurance | Risk Management | Consulting

HRA Basics

Health Reimbursement Arrangement

An HRA is a **tax-free account that puts you in control** of your family's healthcare spending¹. It's easy to use, and it's a smart way to save up for medical bills, including retiree insurance premiums. Plus, you never pay any taxes on the money going in or coming out. That's the **best tax advantage** there is—even *better than tax-deferred 457, 403(b), and 401(k) plans!*

- Pay no income or FICA taxes
- Choose your investments
- Get your money fast
- No use-or-lose or carryover limits



I didn't have enough money to purchase my contact lenses and my prescription medication. I was able to use my HRA money. What relief!



HRA Participant

How It Works

1. Your employer **sends tax-free money** to your HRA². Often, these funds would have otherwise been paid to you as taxable income. Your employer might also contribute funds in place of some other tax-free employee benefit.
2. You choose how you want to **invest your HRA funds** using the available fund lineup.
3. Depending on your plan³, you can use **your money right away or save it up for later**, such as during retirement.
4. If you pass away, your HRA can transfer to your surviving spouse, children, or other survivors. Most other HRA plans can't offer this.

¹ Your HRA covers you, your spouse, and dependents, including your adult children through the end of the calendar year in which they turn age 26.

² IRS rules require all eligible employees to participate (no individual elections). ³ Your HRA may be subject to vesting, post-separation benefits only, or other limitations depending on your employer's plan design or any limited HRA coverage elections you may make.

How It Helps

Are you struggling to cope with the cost of **doctor visits, prescriptions, new glasses or contacts, or braces for the kids?** Will you and your spouse be able to afford medical premiums up to **\$1,000 or more per month** if you want to retire before age 65?

 *This plan helped me retire a few years early and pay insurance premiums until Medicare kicks in.* 

HRA Participant

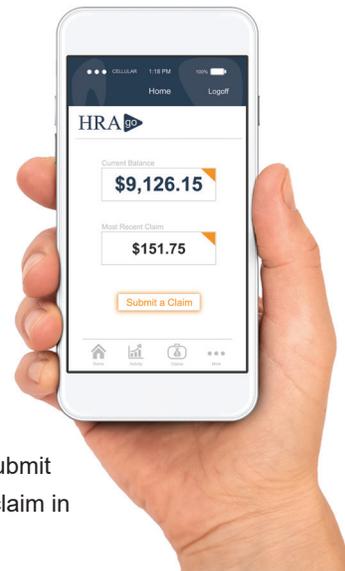
Many participants use their HRAs to reimburse **retiree insurance premiums** and the cost of medical items and services they wouldn't be able to afford otherwise, like **power chairs, hearing aids, expensive vision and dental care, and emergency medical bills.**

Using Your HRA

Managing and using your HRA is now easier than ever!

- Fast online and mobile claims
- Handy mobile app (HRAgo®)
- Free debit card (upon request)
- Secure e-statements

Ready to file a claim? Log in online and click **Claims**, or use **HRAgo** and do it “on the go.” With **HRAgo**, you can quickly snap pics of supporting documentation and submit claims right from your mobile device. We'll process your claim in about five to seven business days.



Are you a retiree? We can automatically reimburse your monthly insurance premiums, including Medicare premiums. Log in online and, click **Claims**. Then, click the **Set up an Automatic Premium Reimbursement** button.

Plan administrative fees usually include a flat monthly account fee and/or an asset based percentage fee. Fee structures vary by employer based on plan design and size. Check with your HealthInvest HRA representative or your employer if you want to confirm account fees. If you are already an enrolled participant, plan administrative fees are listed on your account statements under Important Notes or can be found online after logging in at healthinvesthra.com and clicking Resources.

MORE INFO?

healthinvesthra.com

QUESTIONS?

1-844-342-5505

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Gallagher

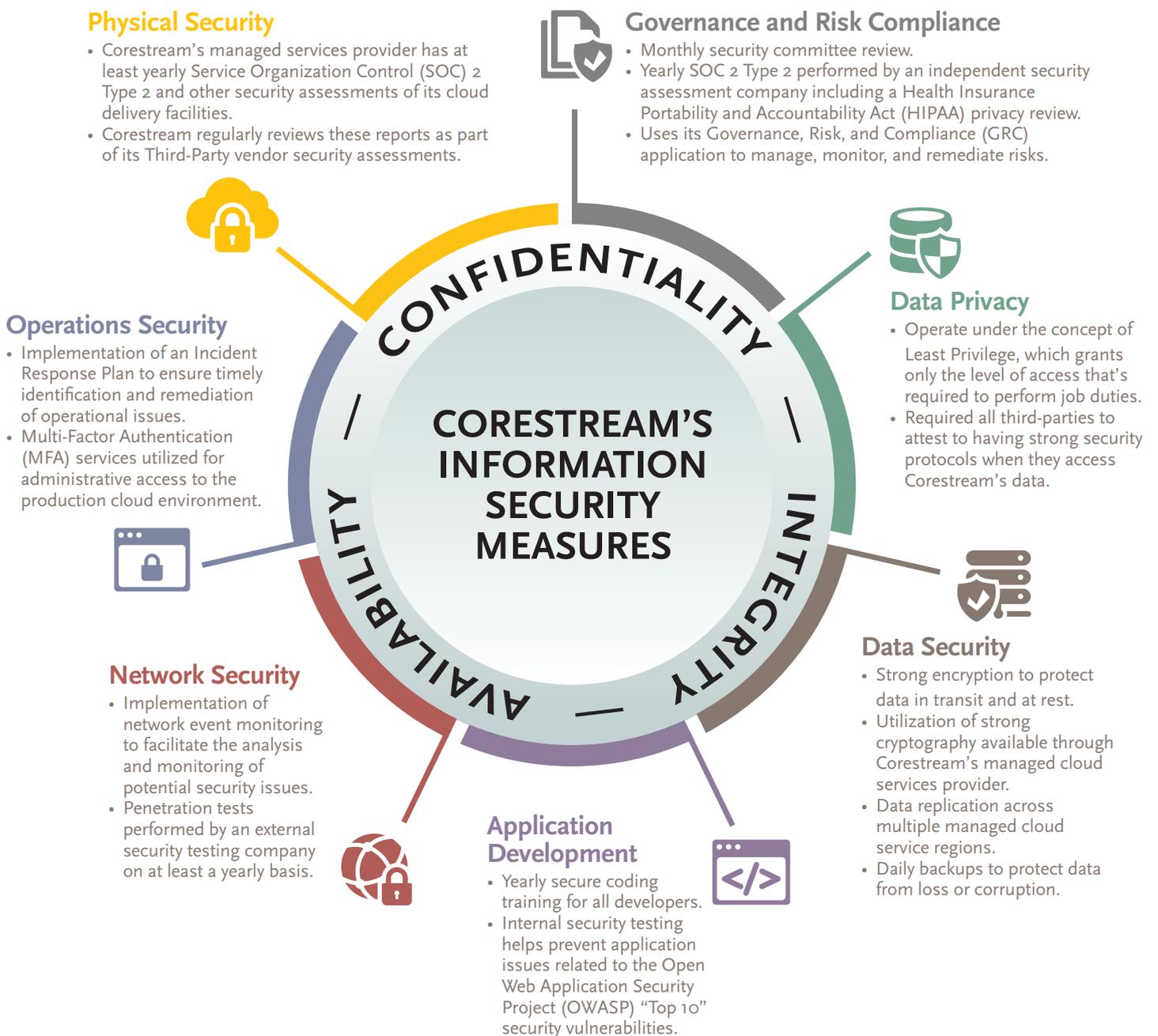
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Corestream's Information Security Measures

Security is a primary focus for Corestream, and it is central to everything that we do. The security and privacy of our customer data is considered in every aspect of our operation.

Corestream has been verified as **compliant with SOC 2 Type 2** assessments to help meet our clients' and partners' security requirements.

Corestream's approach revolves around **three pillars** of data security: **Confidentiality**, **Integrity**, and **Availability**. Corestream's information security program has implemented a variety of controls around these pillars.



Total Registrations

130

Total Cases

371

Stability Index

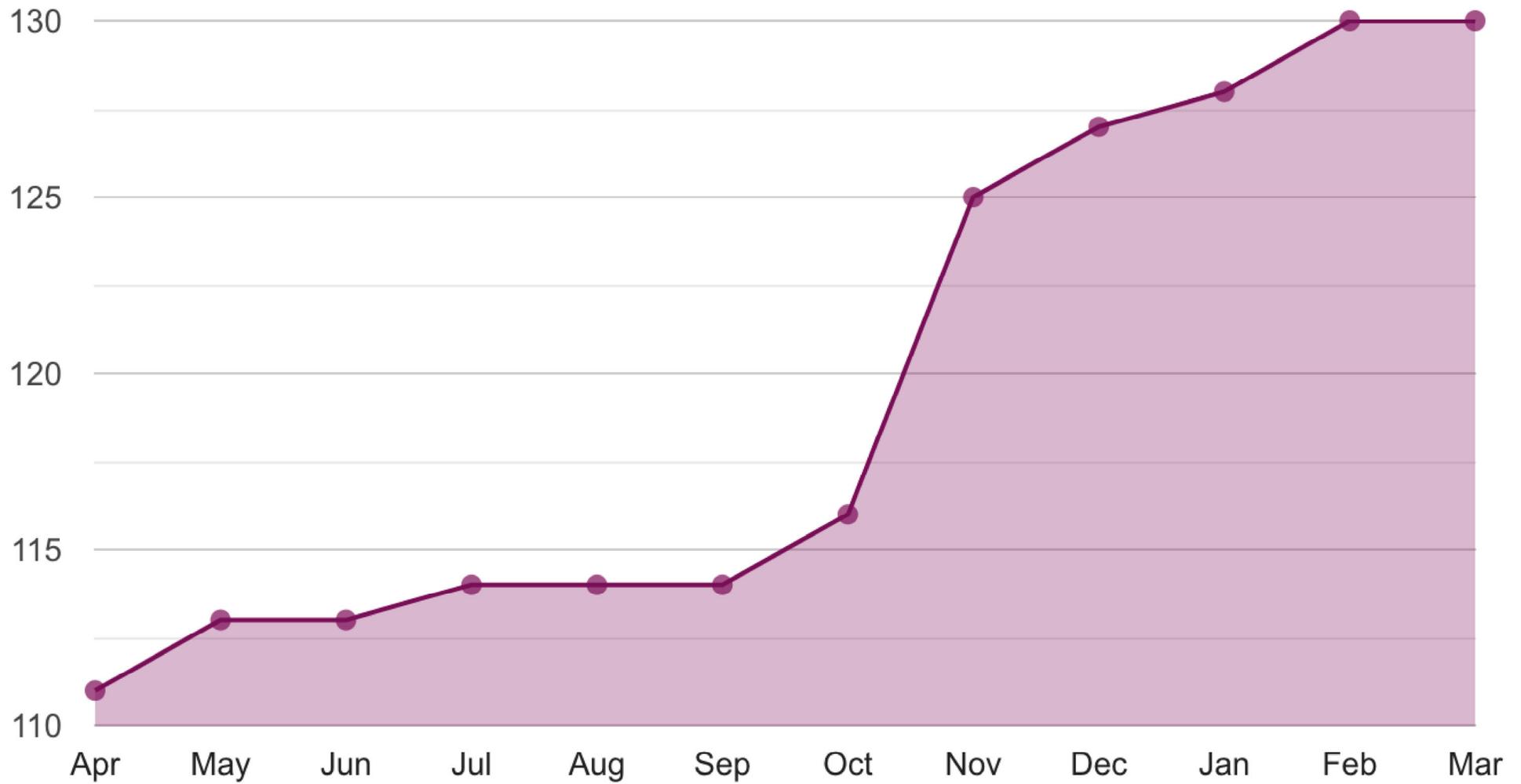
Average

67.00%

Power Percentage

Average

12.00%



Scope

Outlined below is Gallagher Money Coaching's basic scope of services and associated fee. Further details on all services can be found in the pages following this summary.



Services	Cost	Associated Tasks
Education	Included	<ul style="list-style-type: none"> • Interactive Dashboard & Mobile App • Full suite of solutions to meet every employee need: <ul style="list-style-type: none"> ○ Stability Academy ○ Mock Retirement ○ Accountability Coaching ○ Public Service Loan Forgiveness Tool ○ College Aid Coach ○ Debt Reduction Tool ○ Help With Bills ○ Housing Hero ○ Budget Boss ○ Overachievers Alliance • Annual Employee Financial Health Assessment • Executive-specific Financial Wellbeing Program • Gallagher tools & resources for individual financial wellbeing (podcasts, worksheets, articles, etc.) • Access to Gallagher's regular virtual events for employers & employees
Coaching	Included	<ul style="list-style-type: none"> • Unlimited on-demand, unbiased, Financial Coaching • Access for employees & their families • Ability to schedule appointments & create ongoing coaching relationships
Communication and Support	Included	<ul style="list-style-type: none"> • Dedicated client success manager • Custom onboarding, launch, & marketing strategy • On-demand reporting • Quarterly strategy meetings
Executive Financial Coaching	Included	<ul style="list-style-type: none"> • Unlimited financial coaching • Customized, personal invitations to the program • Live virtual launch • Executive Financial Wellbeing Assessment • Monthly video emails • Quarterly live events
Custom Content Enhancements	Excluded	<ul style="list-style-type: none"> • Video series • Learning module • Onsite seminars

The information included in this guide are recommendations and ideas to help you build engagement with your team members for your financial wellness programming. Not everything will apply; review these with your organization to determine how you can maximize your team's engagement.

ONBOARDING NEW HIRES

Start new hires off on the best foot! Be sure to introduce new hires who start after official launch to Your Money Line. Your Client Success Manager will provide you with the content you need. TIP: Build this into your overall onboarding plan as one of the key employee benefit programs you offer within your company.

BEST PRACTICES AND RECOMMENDATIONS

LEADERSHIP ENGAGEMENT

What better way to be able to tell your team members about the benefits of Your Money Line than to have key leadership actively engaged themselves? Have your leaders and managers take a few courses and call or email the Your Money Line team! Why? When they help promote Your Money Line to their teams, they can speak from personal experience.

PROVIDE TIME

If it fits with your culture and the nature of your business, encourage employees to call Your Money Line or update their financial tools during downtime at work.

INCENTIVIZE

Sometimes it just takes a little motivation to get things moving. Consider rewarding engagement. Maybe you'll hold a contest or build an incentive program for staff who participate. NOTE: Your Client Success Manager can provide the name of the winner for confidentiality.

HAVE A QUARTERLY FOCUS

Pick a quarterly focus for the whole company such as saving a certain amount of money or paying down debt and tie this to Your Money Line. Encourage team members to take the savings or debt course on the Financial Dashboard, and to call Your Money Line after completing for any questions. Promote your organizational focus and the results (where possible) in your company communications.

SHARE POSITIVE FEEDBACK

Your Client Success Specialist will provide you with any feedback we receive from your team in your quarterly report. Sharing positive feedback from colleagues with your entire team can be a great inspiration to check out the service!

LUNCH AND LEARN

Take a Your Money Line course together as a team during a lunch and learn. Suggestions:

- Download and print the course workbook (when applicable) and have available for everyone in attendance. Or, give your lunch and learn or meeting a creative name that becomes known in your company language.
- Host a lunch during the Quarterly Live Web Event and encourage your team to watch together. If the event time does not fit your schedule, ask your Client Success Manager to provide you with a replay video. (Please provide attendance numbers to your Client Success Specialist for more accurate quarterly reporting).

RECOGNIZE ENGAGED EMPLOYEES BY SHARING SUCCESS STORIES

Employees love positive recognition! When possible and where appropriate, ask team members to share with you a recent success they had or change they have made.

Highlight this employee during a monthly team meeting or company communication.

UTILIZE YOUR EXISTING WELLNESS GROUPS

Recruit champions to help engage and promote Your Money Line. Suggestions:

- Just as your wellness group would promote other benefits and initiatives, have them also promote Your Money Line. Ensure they are themselves engaged and knowledgeable about the offerings.
- Ask the champion or someone with a success story to write a short testimonial to share in an internal email or share at a company meeting.

MAKE ONE DAY A MONTH YOUR COMPANY'S FINANCIAL HEALTH DAY

Most organizations have a wellness month. We know that financial wellness cannot be just one month, so we encourage companies to always promote their financial wellness program and goals. Consider making one day a month your financial reminder day (we think the Financial 5th is catchy).

PROVIDE MONTHLY FINANCIAL HELP LINE EXAMPLE QUESTIONS

Sometimes it can be tough for people to know where to start or what questions they should be asking. Provide your team with an email or other communication with a few example questions that other team members have been asking. For example: "Should I lease or buy a car?" "Should I rent or own a home?" "How do I pay off debt?" "How do I start a budget?"

TIP: Your monthly reporting will include trending topics for your company, or ask your Client Success Manager for a few good questions to provide.

COMMUNICATIONS AND MESSAGING

BRING LEADERSHIP'S MESSAGE TO YOUR TEAM, STAFF & COMPANY MEETINGS

Hearing the importance of your leadership's support not just of engagement, but of working on their own financial lives, will make an impact. Utilize these opportunities for your leadership to talk about Your Money Line, your goals for the program, and why they care about the financial lives and futures of their employees.

USE YOUR EXISTING COMPANY COMMUNICATION TOOLS

What tools does your company utilize to communicate to your employees? Advocate for Your Money Line through those channels, home mailings and video bulletin boards.

UTILIZE THE YOUR MONEY LINE MARKETING TOOLKIT

Your Client Success Manager has provided you with promotional language, flyers, and a FAQ document to promote Your Money Line. Let us know if you have other needs!

Suggestions:

- Utilize the promotional materials in your breakroom, post to your company intranet, send via email (Your Money Line will also promote if they are in our email system); or do a desk drop.
- Link Your Money Line via your company app, e-learning platform, or intranet.

FOCUS YOUR MESSAGING

- Communicate your company's financial health and engagement goals. Team members should know what the company expects of their engagement.
- Use your engagement and financial health reports for strategic messaging.
- Encourage participants to involve their family, significant other, or accountability partner to support their efforts.
- Share your leadership support and share it often!
- Remind your team members of the importance of updating their dashboard tools.
- Communicate your 'why' of providing financial wellness programming.
- Get people excited and keep them excited about improving their financial lives!



Sourcewell
202 12th Street NE
Naples, MN 56479

Gallagher Money Coaching Proposal

Presented: 03/16/2023
Paul Grutzner
Sr. Area VP, Investment Advisor Representative
Gallagher Fiduciary Advisors, LLC
Paul_Grutzner@ajg.com



Gallagher

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Executive Summary

Thank you for your interest in Arthur J. Gallagher & Co. We are pleased to provide this proposal for Gallagher Money Coaching.

The services outlined in this proposal are designed to assist Sourcewell meet its current and future goals and objectives regarding the financial wellbeing of Sourcewell employees. The array of individual financial wellbeing services Gallagher offers will be discussed in more detail in the following proposal. In summary, Gallagher Money Coaching will include the following services on an on-ongoing basis in partnership with Your Money Line® for a total fee of **\$TBD**:

- Unlimited access to financial coaches and dashboard for all eligible employees and immediate family (available via phone, email, mobile app, scheduling, and live chat)
- Learning Library of videos, articles, podcasts, blogs, worksheets, and more
- Regular live web events
- Annual population financial health assessment
- Dedicated Client Success Manager supporting custom onboarding, launch, and marketing strategy
- On-demand reporting and quarterly analysis
- A live stream launch with CEO, Peter Dunn aka Pete the Planner®

Filtering through the nearly endless choices in financial wellbeing programs and education can be overwhelming for your organization and for your employees. It takes a holistic perspective to integrate individual financial wellbeing to an organizational wellbeing strategy. Gallagher brings experience and depth of resources at the employer and employee level to address the elements of financial wellbeing.

Financial Wellbeing Today

In a perfect world, an employee enters into your organization, contributes to your goals, prepares for their financial future, and then retires from your organization. This allows an organization to develop talent and retain quality contributors. Unfortunately, this is not always the case.

Your employees are plagued with a wide variety of financial struggles that effect the way they “show up” for work every day. When an employee lacks financial confidence and stability, an organization experiences reduced productivity, decreased morale, and disruption in their natural employment cycle.

A workforce in a poor state of financial wellbeing is inherently an expensive one. It may look like employees not participating in the retirement plan or not receiving the match, employees taking retirement and hardship loans, or a pre-retiree group that is not able to retire.

When searching for a solution, many organizations identify the presence of financial stress as a case for financial planning support. The reality is the root issues causing your employees financial stress are behavioral, not technical. Formal financial planning is part of the equation, but without empathy and accountability these programs will fall short when it comes to engagement and impact.

A successful financial wellbeing program acts as a problem-solving tool for individuals, but also supports your company’s goals as a whole.

Individual financial coaching has become a top priority for our clients and one of the top initiatives for Gallagher’s Financial & Retirement Services practice. When we asked our clients what tool would be most helpful to improve individual financial wellbeing, both employees and employers selected individual financial coaching (52%) over technology (33%) and basic education (15%).¹

Employee expectations for financial wellbeing solutions continue to rise, giving you an opportunity to invest in a benefit prompting high engagement.

Gallagher Money Coaching is a differentiating benefit for your organization because of the value it immediately provides to your population. It lets your employees connect with a financial coach who can give them answers to their personal questions about money -- and the advice they need to move forward with confidence.

Employees who have used the financial wellness services their employers provide*



¹ Gallagher May 2021 Spring Think Tank and March 2021 Getting Better with Gallagher Polling Data

Our Financial Wellbeing Value Proposition

At Gallagher, we strive to deliver comprehensive solutions that cater to each individual employee. Through our partnership with Your Money Line®, we are able to bring you Gallagher Money Coaching; a full spectrum financial problem solving solution. Gallagher's financial wellbeing offering is enhanced to make individual guidance accessible to all with the addition of Peter Dunn, CEO of Your Money Line, a.k.a. Pete the Planner®. Pete is regularly considered one of the foremost authorities on financial wellness and the approachable, non-judgmental, and empathetic coaching that Pete's team provides make them a phenomenal partner.



Our philosophies align and our approach to financial wellbeing is simple: help you meet your employees where they are to provide the right resources at the right time. It's not a one-time event, but rather a regular practice in strengthening your employees' financial resiliency and your organization's culture of wellbeing.

When organizations provide an employee value proposition and total rewards package that seeks to make an individual's physical and emotional, career, and financial wellbeing better, workplaces can thrive. By investing in employee financial wellbeing, you are making an investment in a productive, resilient workforce that allows both the employee and the organization to grow stronger.

Financial wellbeing looks different for every individual, and organization, but we believe a successful program looks like this:



Gallagher Money Coaching embraces an individual's needs within each of these elements using targeted education programs and a financial helpline. Whether an employee needs help with social security decisions, college funding, a budget, or even selecting a medical plan for their budget, Gallagher Money Coaching can help.

Scope

Outlined below is Gallagher Money Coaching's basic scope of services and associated fee. Further details on all services can be found in the pages following this summary.

Services	Cost	Associated Tasks
Education	Included	<ul style="list-style-type: none"> • Interactive Dashboard & Mobile App • Full suite of solutions to meet every employee need: <ul style="list-style-type: none"> ○ Stability Academy ○ Mock Retirement ○ Accountability Coaching ○ Public Service Loan Forgiveness Tool ○ College Aid Coach ○ Debt Reduction Tool ○ Help With Bills ○ Housing Hero ○ Budget Boss ○ Overachievers Alliance • Annual Employee Financial Health Assessment • Executive-specific Financial Wellbeing Program • Gallagher tools & resources for individual financial wellbeing (podcasts, worksheets, articles, etc.) • Access to Gallagher's regular virtual events for employers & employees
Coaching	Included	<ul style="list-style-type: none"> • Unlimited on-demand, unbiased, Financial Coaching • Access for employees & their families • Ability to schedule appointments & create ongoing coaching relationships
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Custom Content Enhancements	Excluded	<ul style="list-style-type: none"> • Video series • Learning module • Onsite seminars

Fees

The compensation paid to Your Money Line® will be as follows:

- 48 Month Agreement: \$TBD Per Employee Per Year (???? Employees)
- Annual Contract Value: \$TBD
- Total Contract Value: \$TBD
- Implementation fees waived
- All eligible employees will be auto-enrolled

Note: Fees outlined will be paid according to the contract between Sourcewell and Your Money Line®. Gallagher Money Coaching is offered as an addition to Gallagher's retirement plan consulting services, and is therefore detailed under a separate fee and contract.

Gallagher Money Coaching customizes compensation arrangements to meet the unique needs of each client and the nature of the services requested, but our approach to compensation never changes. We make these assurances to all of our clients:

- Compensation will be a fair reflection of the services we are asked to provide
- Compensation will be inclusive and agreed upon in advance – there will be no unexpected fees.
- Gallagher will receive a referral fee for program and vendor management services

Performance Guarantees

- All Your Money Line® phone calls will be returned within one business day, if not immediately answered.
- All Your Money Line® email questions will be answered within one business day.
- Your Money Line® guarantees a three-week follow-up correspondence from the Financial Concierge after the final interaction.
- All calls and emails directed toward your Client Success Manager will be returned within one business day.
- Your Money Line® will never solicit business from your employees.

Our Solution: Gallagher Money Coaching

Education

DASHBOARD

One-on-one interactions provide participants with an empathetic listening ear, an expert opinion, and a cohesive plan for taking the next steps. But we know to keep people on track, they need more than just one call or email. Enter the Gallagher Money Coaching Dashboard, powered by Your Money Line®. The Dashboard is a personalized, private account each participant can create and use to fit their own needs. Each Dashboard account is personalized by a brief introductory quiz that establishes where the participant is in their financial life. This information generates an automatic focus for each participant to work toward accomplishing. Each focus is also accompanied by a list of learning activities to support this goal. Additionally, the Dashboard is filled with e-learning materials.

TOOLS and RESOURCES

Together, Gallagher's Retirement Practice and Your Money Line® offer a robust learning library for your employees. Employees can access:

- Video Courses
- Interactive Quizzes
- Calculators
- Blogs
- Articles
- Podcasts
- Worksheets

LIVE EVENTS

Regular live events hosted by Gallagher and Your Money Line® are also included. Some of our most popular learning experiences for organizations are our regular live financial education webinars for individuals and employer think tank experiences. Here, employees and employers are able to observe their approach alongside their peers' and gain insight necessary for their own growth.

Coaching

HELPLINE EXPERTS

Your Money Line® Coaching experts are full-time employees of Your Money Line® and hold designations of either CFP (Certified Financial Planner) or AFC (Accredited Financial Counselor). Your team members can build a relationship with our experts and speak with the same person each time. These experts will provide unbiased, empathetic guidance and answers to their questions.

BENEFITS INTEGRATION

Coaches will be trained and have access to information regarding all of your other benefits to guide employees through selecting the benefits for their financial situation and how to use their benefits strategically.

Coaches can transfer employees to specific benefit vendors when necessary. Some employers choose to integrate this guidance more formally when it comes to items like taking a retirement plan loan, using the Employee Assistance Program, etc.

Seeking guidance is an especially personal experience. This is precisely why we provide your employees several options.

- **Phone:** Our team of highly-trained experts is available for scheduled or spontaneous calls Monday through Friday from 9:00 am EST to 9:00 pm EST. Spanish speaking experts are available.

- **Email:** Your employees can email their financial questions any time they'd like and receive a detailed response, with the opportunity to schedule a phone conversation, within one business day.
- **Mobile App:** Only accessible through Your Money Line® and works on both iPhone and Android devices, the app provides quick and easy access to the helpline (Click to call, Click to Text, Click to Schedule) and also connects with Your Money Line® Dashboard.
- **Live Chat:** Instant typed communication is a preferred means of communication for many Americans. Your employees can chat with our team Monday through Friday from 9:00 am EST to 9:00 pm EST.

Communication and Support

The unique demographics of each organization we serve allows us to partner with you to create specific curriculum based on known areas of need. Additionally, we leverage each organization's internal communications tools to notify employees of our services. Our Marketing and Client Success teams work with your team to chart a custom strategy for optimal results.

Your organization will have on-demand access to engagement reports and will receive regular updates on popular topics, keywords, and questions that are sent into the helpline.

Incentive programs certainly help drive engagement, and your client success team can coordinate with your Total Rewards program, and/or suggest ways to incentivize your workforce to get the financial help they need.

Our team regularly recommend specific campaigns, curriculum changes, and other custom programming based on the popular demands of your workforce throughout the contract period.

The success of your financial wellbeing program should be measured against your organization's specific goals and expectations in offering these resources. That being said, we know most companies want happy, healthy, dedicated employees just like they want an increase in annual revenues. Gallagher's Money Coaching is built to strengthen employee financial stability to support your organizational goals.

Disclosures

Gallagher Fiduciary Advisors, LLC ("GFA") is an SEC Registered Investment Advisor that provides retirement, investment advisory, discretionary/named and independent fiduciary services. GFA is a limited liability company with Gallagher Benefit Services, Inc. as its single member. GFA may pay referral fees or other remuneration to employees of AJG or its affiliates or to independent contractors; such payments do not change our fee. Securities may be offered through Triad Advisors, LLC ("Triad"), member FINRA/SIPC. Triad is separately owned and other entities and/or marketing names, products or services referenced here are independent of Triad. Neither Triad, Arthur J. Gallagher & Co., GFA, their affiliates nor representatives provide accounting, legal or tax advice. GFA/Triad CD (4676199)(exp042024)

This material was created to provide information on the subjects covered, but should not be regarded as a complete analysis of these subjects. The information provided cannot take into account all the various factors that may affect your particular situation. The services of an appropriate professional should be sought regarding before acting upon any information or recommendation contained herein to discuss the suitability of the information/recommendation for your specific situation.

Benefits Card Frequently Asked Questions

Easy to Use. Saves you time.

Use your **OneBridge Visa® Benefits Card** to instantly pay medical care expenses directly from your health reimbursement arrangement (HRA). No filing claims and waiting to get reimbursed!



- Monthly card fee may apply upon activation
- Spend up to 90% of your HRA balance every day (\$3,000 daily limit)
- Request separate cards for your spouse or dependents (one-time charge of \$1 per card)

Benefits Card availability and monthly fee (if any) depend on your employer's plan design. Check with your employer or give us a call at **1-844-342-5505** if you need to confirm.

Save your supporting documentation.

Your HRA is tax-free. The IRS requires us to make sure every transaction is for a qualified medical care expense. Sometimes the electronic transaction data we receive isn't enough. We'll let you know when we need a copy of the **explanation of benefits (EOB)** from your insurance company or **detailed invoice** from your medical provider.

How can I get a Benefits Card?

If a Benefits Card is available under your employer's plan and you don't have one, give us a call at **1-844-342-5505**. You must have at least \$50 in your account and a valid U.S. mailing address on file.

Is there a monthly fee?

A monthly fee may apply upon activation. Check with your employer or contact us at **1-844-342-5505** if you need to confirm.

What types of expenses can be paid with my card?

You can use your card to pay for qualified medical care expenses and premiums. This includes amounts you pay for office visits, prescriptions, lab work, hospital stays, dental and vision services, etc.

QUESTIONS?

1-844-342-5505
customer@healthinvesthira.com

MORE INFO?

HealthInvestHRA.com



Can I use my card for my spouse or dependents?

Yes, you can use your card to pay medical care expenses for you, your spouse, and qualified dependents. If you want, you can request separate cards for your spouse or dependents (a one-time charge of \$1 per card will apply).

How much can I spend each day?

You can spend up to 90% of your HRA balance every day (\$3,000 daily limit).

Do I need to keep a minimum balance in my HRA to use my card?

Yes, you must keep at least \$50 in your HRA. Your card will not work if your HRA balance is less than \$50.

Can I use my card for vitamins or supplements?

Yes, but you'll need to submit a prescription or letter of medical necessity from your doctor if we don't already have it on file.

Should I save my supporting documentation?

Yes, you should always save your documentation in case we need copies.

Why might you need copies of my documentation?

Your HRA is tax free, and the IRS has some pretty strict rules we have to follow. We're required to make sure every amount paid or reimbursed from your HRA is for a qualified medical care expense. So, when the electronic transaction data we receive isn't enough, we have to ask you for documentation.

When using your card, it's always a good idea to request and hang on to supporting documentation in case we need it. Your provider should be familiar with what's required.

What types of transactions are usually verified automatically without documentation?

Most flat-dollar copays (in increments of \$5) and prescription purchases are verified automatically. This means we usually don't need you to provide documentation for these types of transactions.

What happens if I don't provide documentation when you ask me for it?

IRS rules will require us to eventually suspend your card, but don't worry! We'll give you plenty of time before that happens. We understand you might have to wait until you get your final EOB or other form of proper documentation.

What if my card gets suspended?

We'll turn your card back on after all unsupported transactions have been resolved. To make that happen, you can either submit the documentation we need or pay back your HRA.

How will I know if you need documentation, and how do I submit it?

We'll notify you by email or regular mail within about 10 days if we need documentation.

You can submit documentation online or from our handy mobile app, HRAgo®. Either option is quick and easy. We'll give you instructions when we need you to send us something.

**QUESTIONS?**

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Can I submit documentation just once for an expense I pay all the time?

Yes, you can use our convenient “recurring payment” feature. You’ll need to submit documentation once up front, but not every time after that. To set this up, simply check the **Recurring Payment** box when uploading documentation. We can then automatically verify future transactions for the same dollar amount from the same provider or merchant.

What’s the best kind of supporting documentation?

As you might have guessed, the IRS requires more than just a receipt. The **explanation of benefits (EOB)** from your insurance provider usually works best. If you don’t have one of those, get a **detailed invoice** from your merchant or provider. Make sure it contains these five things:

1. **Name** of patient or covered individual;
2. **Date** item was purchased or service was received;
3. **Service provider name** (doctor, pharmacy, clinic, hospital, etc.);
4. **Description** of the item purchased or service received; and
5. **Amount** paid.

If these options don’t work, we’ll have to note an “overpayment” on your account equal to your unsupported transaction amounts.

What is an “overpayment,” and how can I resolve it?

An “overpayment” is an expense amount paid from your HRA for which we have not yet received proper documentation. If an “overpayment” is noted on your account, it will remain there until resolved.

To resolve an “overpayment,” you can either submit the documentation we need or pay back your HRA. You can also submit regular claims. But, instead of approved claim amounts being paid to you, they will be used to reduce your outstanding “overpayment” until it has been resolved.

What if my card gets lost or stolen?

You should immediately call us at **1-844-342-5505**. Our friendly customer care team is available to assist you during normal business hours. If calling after hours, follow the recorded instructions.

How can I cancel my card?

Just give us a call at **1-844-342-5505** during normal business hours and ask us to cancel your card. You will need to resolve any unsupported transactions before we can cancel your card.

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customer@healthinvesthira.com

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The OneBridge Visa® Benefits Card is issued by The Bancorp Bank, Member FDIC, pursuant to a license from Visa U.S.A., Inc. and may be used for qualified expenses wherever Visa debit cards are accepted. See Cardholder Agreement for details.

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Public Service Loan Forgiveness Tool

A simpler way to help alleviate your employees' student loan burden

After nearly two years of administrative forbearance federal loan payments will restart in 2022, potentially straining employees' budgets. Public Service Loan Forgiveness (PSLF) is a government-sponsored program that allows borrowers of federal student loans to have their loans forgiven in exchange for work in public service. Your employees may qualify.

Gallagher Money Coaching, in partnership with Your Money Line®, can provide you with the critical support that is often missing for both employers and employees in the journey to public service loan forgiveness.

Our simple PSLF Assessment Tool helps employees determine if they qualify for the student loan forgiveness program. From there, a certified and accredited financial coach will guide them through the process and help them create a budget to keep it going!

Your HR team will be trained on the key action steps that need to be taken annually to keep participant applying for PSLF on track.

How the process works:



Experience Gallagher Money Coaching today to create a more resilient tomorrow for your employees and your organization. Contact your Gallagher Retirement Plan Consultant.



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Investor disclosures <https://bit.ly/KF-Disclosures>

How to File a Claim

Your health reimbursement arrangement (HRA) is tax-free. The IRS requires us to verify that all reimbursement amounts are for qualified medical care expenses. This means we need you to submit proper supporting documentation for every expense listed on your claim. The below information will help you understand this process. You'll also learn how to submit "clean" claims for quick and hassle-free processing.

Can I submit my claim online?

Yes, most participants submit their claims and documentation online. Log in at **HealthInvestHRA.com** and click **Claims**. You can also use our handy mobile app, **HRAgo®**.

paper checks in the mail. If you're not signed up for direct deposit, remember to allow adequate mail delivery time for paper checks.

You can check the status of your claim online. Log in at **HealthInvestHRA.com** and click **Claims**.

What if I would rather use a paper form?

You can download and print a paper **Claim Form** online. Go to **HealthInvestHRA.com** and click **Forms**. Submit your completed Claim Form and documentation to the email or mailing address shown on the form.

What documentation do I need to include?

The documentation you submit should contain these five things:

1. **Name** (you, your spouse, or dependent);
2. **Date** service was received or item was purchased;
3. **Service provider** name (doctor, pharmacy, clinic, hospital, etc.)
4. **Description** of service received or item purchased; and
5. **Amount** of out-of-pocket expense.



To find out what types of medical care expenses are eligible for reimbursement and who is eligible for coverage, refer to your **HealthInvest HRA Summary Plan Description**. To get a current copy, log in at **HealthInvestHRA.com** and click **Resources**.

MORE INFO?

HealthInvestHRA.com

QUESTIONS?

1-844-342-5505

customercare@healthinvesthira.com

How long will it take to process my claim and get my reimbursement?

Standard claims processing time is **five to seven business days** from the day we receive your claim.

To get your money back faster, submit your claim online. Also, sign up for direct deposit. It's faster and more convenient than waiting to receive

You can help avoid the hassle of denied claims by making sure the documentation you submit clearly contains all five of the above. Missing, incomplete, or illegible forms of documentation are the most common reasons claims are denied.

What's the best kind of documentation?

The **explanation of benefits (EOB)** from your insurance company usually works best. If you don't have one of those, get an itemized statement or detailed receipt from your healthcare provider or merchant. Make sure it contains all five pieces of information listed earlier. Here are some more good examples:

1. **Itemized statement** of services from your doctor or other service provider;
2. **Stub or "bag tag"** from a prescription (not the cash register receipt); or
3. **Detailed receipt** for over-the-counter (OTC) medicines and drugs.

What common types of expenses require different or additional documentation?

Certain types of expenses require documentation that is a bit different from the basic requirements. Here are a few of the most common examples.

- **Vitamins and supplements**

Claims for vitamins and supplements require a prescription or letter of medical necessity from your doctor. Among other things, this documentation must show the product is being prescribed or recommended to treat a specific (diagnosed) medical condition.

Read our **What is a Letter of Medical Necessity?** handout for more information. To get a current copy, log in at HealthInvestHRA.com and click **Resources**.

- **Orthodontia**

We can usually reimburse full or partial pre-payment of orthodontia services if you submit proof of payment and a copy of the treatment plan with costs.

- **Insurance premiums**

Proof of qualified insurance premiums must include:

1. Policyholder name;
2. Premium amount;
3. Policy period (coverage months); and
4. Insurance provider name and address.

This information is typically contained on your premium billing notice, statement of insurance, open enrollment notice, pension benefit direct deposit stub, or similar form of documentation.

For long-term care insurance premiums, include a copy of the policy's Declarations page, which should contain proof that the policy is tax-qualified.

Can you reimburse my insurance premiums automatically?

Yes, automatic premium reimbursement is available. To set this up, log in at HealthInvestHRA.com and click **Claims**.

How will I know when my claim has been processed?

We'll send you an email or a paper **Claim Notice** as soon as we process your claim. If we can't fully reimburse your claim, log in at HealthInvestHRA.com or from **HRAgo®** and click **Claims** to find out why.

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Groups and Funding Methods

Group Structure

Employee groups are generally broken down into two categories: represented (union, collectively bargained) and non-represented (non-union). Each union or collectively bargained group is usually considered its own separate group. All non-represented employees are typically included in one group, but may be separated into subgroups based upon appropriate or reasonable factors. Employee group definitions should be simple to administer and must not allow or be designed to mask individual choice or discrimination in favor of highly compensated individuals. Below are examples of common employer types and group structures.

School Districts

- **Classified** (bus drivers, paraeducators, food service workers, and custodians—often Service Employees’ International Union (SEIU) members)
- **Certificated** (teachers and school counselors—typically members of the district’s education association (EA) or other teachers’ union)
- **Non-Represented** (administrators, district office staff, and usually principals)

Cities, Counties, Special Purpose Districts

- **Represented** (members of Service Employees’ International Union (SEIU); American Federation of State, County and Municipal Employees (AFSCME); International Association of Fire Fighters (IAFF); International Brotherhood of Electrical Workers (IBEW); Amalgamated Transit Union (ATU); and Teamsters)
- **Non-Represented** (administrative staff)

Group Language

Collective bargaining agreements (CBAs) or memorandums of understanding (MOUs) for union groups typically have a term of one to three years. Employer policies for non-represented groups usually mirror the length of local CBAs or do not specify an expiration date and remain in force until amended or rescinded.

Funding Methods

The funding methods summarized in the grid below are common examples. Each employer or employee group may structure the frequency, contribution amount, and eligibility criteria differently. Your Gallagher consultant is available to assist in your analysis of which funding methods may best meet a group’s needs.

Funding methods summarized grid →

Funding Method	Frequency	Contribution Structure
Direct Employer Contributions	Per pay period, annually, or one-time	<p>Contribution is often designed in one of the following ways:</p> <ul style="list-style-type: none"> • Tied to participation in a specific medical plan (\$100 per month or \$1,200 per year if the employee chooses the high-deductible health plan) • Designed to help ease the shift to a higher deductible (employer partially or fully funds the increase in the deductible) • Employer contribution bargained by union, with a possible “me too” provision for non-represented groups • Early retirement incentive (\$5,000 one-time, lump sum for eligible employees who choose to retire OR \$250 for each month from the employee’s retirement date until they turn age 65) • Tied to wellness plan participation (\$250 one-time contribution for completing wellness activities in prior year)
Mandatory Employee Contributions	Per pay period is most common	Mandatory salary reduction for all group members (\$50 to \$100 per pay period is common)
Sick Leave Cash-Out	Annually, at separation or retirement, at retirement only	Percentage of accrued leave (25% to 100%), often subject to a maximum number of days or hours eligible for cash-out
Other Leave Cash-Out	Annually, at separation or retirement, at retirement only	Percentage of accrued leave (25% to 100%), often subject to a maximum number of days or hours eligible for cash-out
Medical Opt-Out Dollars	Per pay period is most common	Based upon all or a percentage of amount allocated to purchase benefits. For example, employee is allocated \$1,000 to purchase benefits, but opts out. The employer then contributes 75% (\$750) of the allocation to HealthInvest HRA.
Excess Benefit Dollars	Per pay period is most common	Based upon all or a percentage of unused amount allocated to purchase benefits. For example, employee is allocated \$1,000 to purchase benefits and uses \$700. The employer then contributes 50% (\$150) of the remaining funds to HealthInvest HRA.

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