

# If you are enrolled in TRICARE

To be eligible to participate in a Health Savings Account (HSA), among other IRS requirements, you cannot be enrolled in Medicare or any other government-sponsored medical plan (such as TRICARE).

## Dis-Enrollment in TRICARE

It is not currently possible to fully dis-enroll from TRICARE. This means that employees enrolled in TRICARE who choose to have additional coverage through the UBS medical plan, will not be able to participate in an HSA. However, UBS wants to make sure that you have access to the same UBS contributions available to those who are not enrolled in TRICARE but are enrolled in UBS's group health plan and HSA. As a result, UBS is providing you with the opportunity to participate in a Health Reimbursement Arrangement (HRA) in 2024, as described on the following pages. If we are made aware of your TRICARE status, UBS can help so you don't miss out on these contributions from UBS. In this situation, it is important that you call a Benefits Advisor.

Your Health Pro is available to help you weigh your options and provide personalized support. Call +1-888-251-2500, Monday – Friday, 9:00 a.m. to 7:00 p.m., ET or go to [goto/usbenefits](https://goto.usbenefits) > Connect with your Health Pro.

The following is a comparison of the Medical Plan with an HSA (available to those without TRICARE) and the Medical Plan with the HRA (available only to those with TRICARE).

	Medical + HSA	Medical + HRA
	If you are eligible for an HSA (e.g., you are not enrolled in TRICARE)	If you are not eligible for an HSA (e.g., you are enrolled in TRICARE)
<b>Medical Plan</b>	Core or Core Plus	Core or Core Plus
<b>Accompanying Account(s)</b>		
<b>UBS contributions</b>	Health Savings Account (HSA), which may include contributions from UBS.	Health Reimbursement Arrangement (HRA), which may only include contributions from UBS.
<b>Contributions from you</b>	<p>You can choose to make pre-tax payroll contributions to your HSA.</p> <p>The 2024 annual HSA contribution limit, from you and UBS combined, is:</p> <ul style="list-style-type: none"> <li>• Individual: Up to \$4,150</li> <li>• Family: Up to \$8,300</li> </ul> <p>Employees age 55 and older may contribute an additional \$1,000.</p> <p>A Limited Purpose FSA is also available. See <a href="http://www.ubs.com/usbenefits">www.ubs.com/usbenefits</a> to learn more.*</p>	<p>You cannot contribute to an HRA. You can, however, choose to make pre-tax contributions to a general purpose Healthcare Flexible Spending Account (FSA), up to the annual limit of \$3,200. The general purpose FSA may be used in conjunction with the HRA.*</p>
<b>What to look for as you're making your 2024 Open Enrollment elections</b>	<p>When selecting your 2024 medical coverage, select the offering that is paired with an HSA. You will see separate enrollment options for each carrier (Aetna, Anthem and Cigna) that is combined with the HSA.</p> <p>On the HSA page be sure to enter any additional pre-tax payroll deductions you want to contribute to the HSA up to the IRS limits and agree to the Terms and Conditions.</p> <p>You will also have the opportunity to enroll in a Limited Purpose FSA and can elect additional pre-tax payroll contributions up to the IRS limit.*</p>	<p>When selecting your 2024 medical coverage, select the offering that is paired with an HRA. You will need to contact Benefits Express (+1 888-251 2500) to notify UBS that you're eligible for TRICARE and need to enroll in a medical plan paired with the HRA. You will then see separate enrollment options for each carrier (Aetna, Anthem and Cigna) that is combined with the HRA.</p> <p>Under the HRA option you will not have the ability to contribute additional pre-tax payroll deductions.</p> <p>You will have the opportunity to enroll in a general purpose FSA and can elect additional pre-tax payroll contributions up to the IRS limit.*</p>

\*The "use-it-or-lose-it" rule continues to apply to FSAs. You must incur all claims against your FSA by December 31, 2024. The maximum balance you may carry over into the following year on a Healthcare FSA is \$640. The \$640 carryover does not apply to the Dependent Care FSA.

If you participate in the HRA, you will be issued a debit card from Your Spending Account™ (YSA) that you can use at the point of sale to pay for eligible expenses. If you participate in the general purpose FSA, the same debit card will apply for your HRA and FSA. If you participated in these plans in 2023, keep your debit card as you will not be issued a new debit card for 2024 (unless your existing card is set to expire).

Expenses will be directed to the FSA first, until that account is depleted (since the use-it-or-lose-it rule applies) and then to the HRA.

## More about Health Reimbursement Arrangements (HRAs)

Following is an overview of some key features of the HRA. For more information on HRAs, you can consult IRS Publication 969 at [www.irs.gov](http://www.irs.gov).

<b>Funding</b>	Annual UBS contributions vary based on your coverage level, your Benefits Base Salary (learn about BBS in the Terms & Concepts section of the <b>US Benefits Microsite</b> ) and whether you complete any wellness activities, as described below. Employee contributions are not permitted, per IRS guidelines.			
	<b>BBS</b>	<b>Annual</b>	<b>Wellness-Related *</b>	<b>Total 2024 Opportunity</b>
	<b>Employee-only coverage</b>			
	< \$100k	\$300	\$400	\$700
	\$100k – \$300k	\$200	\$400	\$600
	> \$300k	\$0	\$400	\$400
	<b>Family coverage</b>			
	< \$100k	\$600	\$800	\$1,400
	\$100k – \$300k	\$400	\$800	\$1,200
	> \$300k	\$0	\$800	\$800
<b>Annual employee contribution limits</b>	None; employee contributions are not permitted to an HRA.			
<b>Eligible expenses</b>	You can use the funds in your HRA to pay for qualified medical expenses, such as healthcare out-of-pocket expenses that count toward the deductible and coinsurance.			
<b>Balance available</b>	UBS's annual contribution will be available in early January 2024.			
<b>Earning interest and investing</b>	None			
<b>Taxes</b>	You do not pay any federal income or employment taxes on amounts UBS contributes to the HRA.			
<b>Year-end balance roll over</b>	Any balance in your HRA will roll over from year to year, as long as you remain employed by UBS. You will only have until June 30th of the following plan year to submit for eligible expenses incurred during the year.			
<b>If you leave UBS for any reason</b>	In general HRAs are not portable. This means that when you terminate employment, your HRA will no longer be available to you. However, if you were a participant in a HRA at the time you terminate employment with UBS, you may retain a retiree HRA if you are at least age 55 with 10 or more years of service or if you are at least age 65 when you terminate employment. If a retiree HRA is made available to you, it will include the balance of your HRA when you terminate employment; no additional UBS funds will be provided after you terminate employment.			

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**Claims process**

2024 eligible expenses may be incurred between January 1 and December 31, 2024. You can use your debit card or submit a claim for reimbursement to Your Spending Account (YSA). Note that claims for reimbursement for eligible 2024 expenses must be submitted by June 30, 2025.

The same general approach will continue each year thereafter (i.e., eligible expenses incurred between January 1 and December 31 of each calendar year, with up to the following June 30 to submit claims).

If you do not exhaust your entire HRA balance, any remaining funds will roll over into the following year, as described above, as long as you remain employed by UBS.

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*\* The wellness-related contribution is contingent upon your completion of certain wellness activities. You can earn up to the maximum amount of \$400 for employee-only coverage or \$800 for family coverage. See [www.ubs.com/usbenefits](http://www.ubs.com/usbenefits) for more information.*

This document is a Summary of Material Modifications to the various benefit components of UBS's group health plans. It summarizes benefits available under various benefit components of the plans. More detailed descriptions of these components and your eligibility to participate can be found in the legal plan documents that govern these benefits. If there is a conflict between this summary and the legal plan documents, the legal plan documents will govern. The information in this material does not imply that participation in the plans or the benefit components thereunder is a guarantee of continued employment with UBS. It also does not imply or guarantee that the plans or the benefit components thereunder will exist or remain unchanged in the future. Nothing herein creates any vested or contractual rights. As in the past, and as set forth in the applicable plan documents, UBS continues to reserve the right to change or terminate the plans and the benefit components thereunder at any time in the future including, without limitation, changing coverage levels, deductibles, coinsurance, and/or your contributions for coverage. Summary Plan Descriptions (SPDs) are documents containing comprehensive descriptions of your benefit plans, including terms and conditions of participation. These documents can be found on the Alight Worklife website, [digital.alight.com/ubs](http://digital.alight.com/ubs).