

General Questions on the Benny® Prepaid Benefits Card

1. What is the Benny Prepaid Benefits Card?

The Benny Prepaid Benefits Card is a special-purpose Visa® Card that gives participants an easy, automatic way to pay for eligible health care/benefit expenses. The Card lets participants electronically access the pre-tax amounts set aside in their respective employee benefits accounts such as Flexible Spending Accounts (FSAs) and Health Reimbursement Accounts (HRAs).

2. How does the Prepaid Benefits Card work?

It works like a Visa® Card, with the value of the participant's account(s) contribution stored on it. When participants have eligible expenses at a business that accepts Visa debit cards, they simply use their Card. The amount of the eligible purchases will be deducted automatically from their account and the pre-tax dollars will be electronically transferred to the provider/merchant for immediate payment.

3. How does the Prepaid Benefits Card change how the participant is reimbursed for expenses?

Before the Prepaid Benefits Card became available, participants had to pay for their eligible expenses at the time of purchase, submit claim forms along with all receipts, and then wait for the reimbursement to be processed. Checks were issued and mailed to the participants, who then cashed the checks. In essence, participants “paid twice” – through payroll deduction and then at the point of sale – then they had to wait for reimbursement.

However, with the Prepaid Benefits Card, participants simply swipe their Cards and the funds are automatically deducted from their respective benefit account(s) for payment. The Card eliminates most out-of-pocket cash outlays and paperwork, as well as the need to wait for reimbursement checks.

4. Is the Prepaid Benefits Card just like other Visa® Cards?

No. The Prepaid Benefits Card is a special-purpose Visa Card that can be used only for eligible health care/benefits expenses. It cannot be used, for instance, at gas stations or restaurants. There are no monthly bills and no interest.

5. How many Prepaid Benefits Cards will the participant receive?

The participant will receive two Cards. If participants would like additional Cards for other family members, they should contact their Plan Administrator. There will be a fee for additional Cards.

6. Will participants receive a new Prepaid Benefits Card each year?

No, participants will not receive a new Card each year. If the participant will again have a benefit associated with the Card for the following plan year – and he/she used the Card in the current benefit year – the participant will simply keep using the same Card the following year. The Card will be loaded with the new annual election amount at the start of each plan year or incrementally with each pay period, based on the type of account(s) the participant has.

7. What if the Prepaid Benefits Card is lost or stolen?

Participants should call Benetech, the Plan Administrator, to report a Card lost or stolen as soon as they realize it is missing, so that Benetech can turn off their current Card(s) and order replacement Card(s). There will be a fee for replacement cards.

Receiving the Card

1. What dollar amount is on the Prepaid Benefits Card when issued?

For Health Care FSAs, the dollar value on the Card will be the annual amount that participants elected to contribute to their Health Care FSA account during their annual open enrollment. It's from that total dollar amount that eligible expenses will be deducted as participants use their Cards or submit manual claims.

Conversely, Dependent Care FSAs are funded incrementally via payroll deductions at each pay period, so it is important that participants check their Dependent Care FSA account balance regularly to avoid Card declines at the point of service.

If the Card is being used for an HRA, the employer funding of the account can vary (for example, annual, semi-annual, quarterly, monthly, pay period, etc.). If it's annual, the Card will work just like it does for Health Care FSAs – the total dollar amount will be available on day 1. If the employer funding is incremental, the participant should check their HRA account balance regularly to avoid Card declines at the point of service.

Using the Card

1. Where may participants use the Prepaid Benefits Card?

IRS regulations allow participants to use their Prepaid Benefits Cards in participating pharmacies, mail-order pharmacies, discount stores, department stores, and supermarkets that can identify FSA/HRA-eligible items at checkout and accept Visa® prepaid cards.

Eligible expenses are deducted from the account balance at the point of sale. Transactions are fully substantiated, and in most cases, no paper follow-up is needed.

Participants can find out which merchants are participating by visiting the web site on the back of the Card or by contacting Benetech, the Plan Administrator.

Some plan designs may also allow participants to use their Cards in pharmacies that have certified that 90% of the merchandise they sell is FSA/HRA-eligible. However, since these pharmacies cannot identify the eligible items at the point of sale, another form of auto substantiation or paper follow-up will be required.

Participants may also use the Card to pay a hospital, doctor, dentist, or vision provider that accepts Visa®. In this case, EB uses its auto-substantiation technology to electronically verify the transaction's eligibility according to IRS rules. If the transaction cannot be auto substantiated, paper follow-up will be required.

2. Are there places the Prepaid Benefits Card won't be accepted?

Yes. The Card will not be accepted at locations that do not offer the eligible goods and services, such as hardware stores, restaurants, bookstores, gas stations and home improvement stores.

Cards will not be accepted at pharmacies, mail-order pharmacies, discount stores, department stores, and supermarkets that **cannot** identify FSA/HRA-eligible items at checkout. The Card transaction may be declined. Participants can find out which merchants are participating by visiting the web site on the back of the Card or by contacting Benetech.

3. If asked, should participants select "Debit" or "Credit"?

Your Prepaid Benefits Card is actually a prepaid card. But, since there is no "prepaid" selection available, participants should select "Credit." While participants will not need a PIN # at the vast majority of locations, some merchants may still require one. During the phone call the participant will make to activate their Cards, they will be provided an opportunity to create a PIN #.

Under no circumstances will a participant be able to get cash with the Prepaid Benefits Card.

4. How does the Card work in participating pharmacies, discount stores, department stores, and supermarkets?

- a. Bring prescriptions, vision products, eligible OTCs and other purchases to the register at checkout to let the clerk ring them up. (Please note: The list of eligible OTC items changed per the Patient Protection and Affordable Care Act of 2010. Contact your Plan Administrator for more information.)
- b. Present the Card and swipe it for payment.
- c. If the Card swipe transaction is approved (e.g., there are sufficient funds in the account and at least some of the products are FSA/HRA-eligible), the amount of the FSA/HRA-eligible purchases is deducted from the account balance and no receipt

follow up is required. The clerk will then ask for another form of payment for the non-FSA/HRA-eligible items.

- d. If the Card swipe transaction is declined, the clerk will ask for another form of payment for the total amount of the purchase.
- e. The receipt will identify the FSA/HRA-eligible items and may also show a subtotal of the FSA/HRA-eligible purchases.
- f. In most cases, the participant will not receive requests for receipts for FSA/HRA-eligible purchases made in participating pharmacies, discount stores, department stores, or supermarkets.

5. Why do participants need to save all of their itemized receipts?

Participants and their other eligible users should always save itemized receipts for FSA and HRA purchases made with the Prepaid Benefits Card. They may be asked to submit receipts to verify that their expenses comply with IRS guidelines. Each receipt must show: the merchant or provider name, the service received or the item purchased the date and the amount of the purchase. The IRS requires that every card transaction must be substantiated. This can occur through automated processing as outlined by the IRS (e.g. copay matching, etc.). If the automated processing is unable to substantiate a transaction, the IRS requires that itemized receipts must be submitted in order to validate expense eligibility.

6. How long do participants need to save their itemized receipts?

Participants should save itemized receipts for FSA and HRA accounts until the end of the benefit year and/or grace period (if applicable).

7. What if participants lose their receipts or accidentally swipe the Card for something that's not eligible?

Usually the service provider can recreate an account history and provide a replacement receipt. In the event that a receipt cannot be located, recreated, or if the expense is ineligible for reimbursement, the participant can send a check or money order for the exact amount to Benetech, so it can be credited back to the participant's FSA/HRA account.

8. May participants use the Prepaid Benefits Card if they receive a statement with a Patient Due Balance for a medical service?

Yes. As long as they have money in their account for the balance due, the services were incurred during the current plan year, and the provider accepts Visa® debit cards, participants can simply write the Card number on their statement and send it back to the provider.

9. Sometimes the participant is asked for the CVV when paying the balance due or when placing an order by phone or online. What is this and where is it found?

CVV stands for "Card Verification Value." It is a 3-digit number that can be found on the back of the card to the right of the signature panel.

10. How do participants know how much is in their account?

All participants will have secure, password-protected 24/7/365 access to their account(s) via Benetech's **eBenefits Resource™** portal. From **eBenefits**, participants can view account information and activity, file claims and distribution requests, manage their profile, view notifications and statements, access forms and link to other helpful information. The mailer containing the participant's new **Benny® Cards** will include an insert with more details for the participant about accessing their account via **eBenefits Resource™**.

As an alternative, participants can contact Benetech to obtain their current balance.

11. What if participants have an expense that is more than the amount left in their account?

By checking their account balance often – either online or by calling Benetech – participants will have a good idea of how much is available. When incurring an expense that is greater than the amount remaining in their account, participants may be able to split the cost at the register. (Check with the merchant.)

For example, participants may tell the clerk to use the Prepaid Benefits Card for the exact amount left in the account, and then pay the remaining balance separately. Alternatively, participants may pay by another means and submit the eligible transaction manually via a paper claim form with the appropriate documentation to **Benetech**, the Plan Administrator.

13. What are some reasons that the Prepaid Benefits Card might not work at point of sale?

The most common reasons why a Card may be declined at the point of sale are:

- a. The participant has insufficient funds in his or her employee benefit account to cover the expense.
- b. Non-eligible expenses have been included at the point-of-sale. (Retry the transaction with the eligible expense only.)
- c. The merchant is encountering problems (e.g. coding or swipe box issues).
- d. The pharmacy, discount store, department store, or supermarket cannot identify FSA/HRA-eligible items at checkout according to IRS rules.

14. Is the participant responsible for charges on lost or stolen Prepaid Benefits Cards?

If Benetech and the issuing bank are notified within 2 business days of the Card being lost or stolen, the participant will not be responsible for any charges. If the notification is received after 2 business days, the participant may be responsible for the first \$50 or more.

15. Whom do participants call if they have questions about the Prepaid Benefits Card?

Call Benetech.

16. Can a participant use the Prepaid Benefits Card to access last year's money left in the account this year?

The IRS allows for a grace period in the current year to use up funds carried over from the prior year. The participant should check with their employer to find out how the grace period is handled for their specific program.

17. How will a participant know to submit receipts to verify a charge?

The participant will receive a letter or notification from Benetech if there is a need to submit a receipt. All receipts should be saved per the IRS regulations.

18. What if a participant fails to submit receipts to verify a charge?

If receipts are not submitted as requested to verify a charge made with Prepaid Benefits Card, then the Card may be suspended until receipts are received. The participant may be required to repay the amount charged. Benetech will advise the participant that the Card has been suspended, if a receipt is not received. Submitting a receipt or repaying the amount in question will allow the Card to become active again.