

# Health Reimbursement Arrangement

## Plan Highlights

for

### Shasta County Office of Education

**Effective Date:** The effective date of the Plan is July 1, 2006, amended and restated January 1, 2014.

**Plan Year:** The Plan Year ends on June 30.

**Eligibility:** Participation in this Plan is mandatory for all Employees of the class or classes as determined by the Employer:

- Active Employees who receive health benefits and an in-service stipend.

**Contribution Types:** All funds for the Plan shall come exclusively from the Employer and shall be a specified dollar amount as the Employer shall from time to time determine. Annual contributions of the negotiated amount in place during the staff member's employment are allocated on an FTE pro rata basis and submitted in monthly installments. Plan contributions cannot be augmented by Employee Salary Reduction Agreements.

**Contribution Frequency:** Monthly

**Investments:** Funds are invested in a fixed sub-account within a variable annuity with American United Life Insurance Company, a OneAmerica Financial Partner. The fixed sub-account is guaranteed never to fall below the standard NAIC rate. The guarantee is based on the claims paying ability of AUL. Upon having an account balance in excess of \$1,000.00, there are also twenty-three different variable annuity investment options available to choose from, including the fixed sub-account. All earnings in the account are tax-free!

**Reimbursements:** Participants may request reimbursements from their accounts as soon as the accounts are funded, but only for medical expenses incurred subsequent to becoming eligible to participate in the Plan. If a participant also has a Health Savings Account, eligible expenses will be limited to Dental and Vision expenses incurred subsequent to becoming eligible to participate in the Plan.. Participants must exhaust any funds available in a flexible spending arrangement ("FSA") prior to receiving reimbursement from this Plan. Insurance premiums are not reimbursable for active Participants. Funds in a participant's account at the end of each year shall be rolled into the following year.

**Vesting Schedule:** Participants shall own their account balance in accordance with the following vesting schedule:

- 100% Immediate

**Run-off Times:** Participants will be allowed 0 (zero) days to continue incurring expenses after the date that their Participation in the Plan ends. The Run-off time for Participants to submit claims for reimbursement from funds that shall be forfeited will be 90 (ninety) days. The Run-off time for funds that shall be forfeited due to death will be one year

**Death Benefit:** If a Participant dies prior to exhausting his vested account balance, the Participant's surviving spouse and/or dependents are eligible to be reimbursed under this Plan for their eligible medical expenses until the vested account balance is exhausted. In the event of the death of the Participant, the Participant's spouse, and all of the Participant's qualifying dependents, any funds remaining in the account shall be forfeited in accordance with the Plan's provisions. Forfeited funds shall reduce future Employer contributions.

**Administrative Fees:** Participants will be charged a reimbursement processing fee of \$5.00 for each claim processed, up to a maximum annual reimbursement processing fee of \$30.00.

**Reports:** Each quarter, Plan Participants will receive statements of account activity.

**Agent:** Raelene Walker, American Fidelity  
For investment advice, please contact your agent at 760-917-1158.

**Contact:** To access account information, request forms, or for plan related questions, please contact MidAmerica toll-free at (800) 430-7999 or visit our website at [www.midamerica.biz](http://www.midamerica.biz).

**Please mail all forms to:** MidAmerica Administrative & Retirement Solutions, Inc., Attn: HRAADMIN,  
402 South Kentucky Avenue, Suite 500, Lakeland, FL 33801

*Please refer to the Plan Document for more information on the Plan. In the event of a discrepancy, the Plan Document will prevail.*



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