



Your HSA 3000 and HSA 1500 with Health Savings Account



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Top 3 Features of Your Health Savings Account

1. A Tax-Free Way to Save

You automatically receive a contribution to your account from Cummins based on your pay and your coverage level in the medical plan. But you can also fund your account through before-tax payroll deductions, which reduces the amount you pay in state* and federal taxes. Your contributions are automatically taken out of your paycheck – you don't have to do anything.

*If you live in California or New Jersey, state income taxes will apply to your HSA contributions.

2. A Tax-Free Way to Spend

Withdrawals from your HSA are tax-free when they're used for eligible health care expenses. So you're not taxed when you put money into your account, or when you take money out. The next time you need to pay for services, you know that you can pay for it with your HSA dollars – tax-free!

3. Once You Have It, It's Yours

You own the funds in your HSA – both your before-tax contributions and the contributions from Cummins. This means that any dollars in your account at the end of the year roll over for you to use the following year. And if you leave Cummins for any reason, you take your account dollars with you. Because of the account's portability, and because you do not forfeit funds at the end of each year, your HSA is an important savings vehicle for your long-term health care expenses.



Eligibility

You can elect coverage for the following people under the HSA 3000 or HSA 1500 medical plan:

- Yourself, if you are a benefits-eligible employee
- Your eligible spouse/domestic partner
- Your eligible children, up to age 26

To learn about eligibility in more detail, review the HSA 3000 and HSA 1500 medical plan Summary Plan Descriptions (SPDs), available online at mywellbeing.cummins.com.

Opening Your Health Savings Account

When you enroll in the HSA 3000 or HSA 1500 medical plan, you may be eligible to open a Health Savings Account (HSA) through BenefitWallet, our HSA administrator. That's because both HSA medical plans meet the federal government's legal definition of a "high deductible health plan."

By law, you cannot contribute to a Health Savings Account if you have any medical coverage other than under a high deductible health plan.

This means that you **cannot** contribute to an HSA if:

- **You** enroll in a medical plan sponsored by your spouse's/ domestic partner's employer that is not a high deductible health plan, even if you also enroll in the Cummins-sponsored HSA medical plan

- **You or your spouse/domestic partner** contributes to a health care flexible spending account, such as our Health Care FSA, that provides tax-free reimbursement of eligible health care expenses
- **You** are enrolled in Medicare or TRICARE
- **You** have received non-preventive medical care from the VA in the last three months that wasn't related to a service connected disability

Not Eligible to Contribute to an HSA?

It's important to keep in mind that the HSA medical plan and the Health Savings Account itself are two parts that work together. One is an employer-sponsored medical plan. The other is an employee health care savings account. **If you enroll in one of the Health Savings Account medical plans but are NOT eligible to contribute to the Health Savings Account, you will be automatically enrolled in a Health Reimbursement Account, or HRA. This account is funded by Cummins at the same level as the HSA, but is owned by Cummins – not you – and you cannot contribute to the account. Contact the CBS Benefits Contact Center for more information about the HRA and how it works.**

About Flexible Spending Accounts

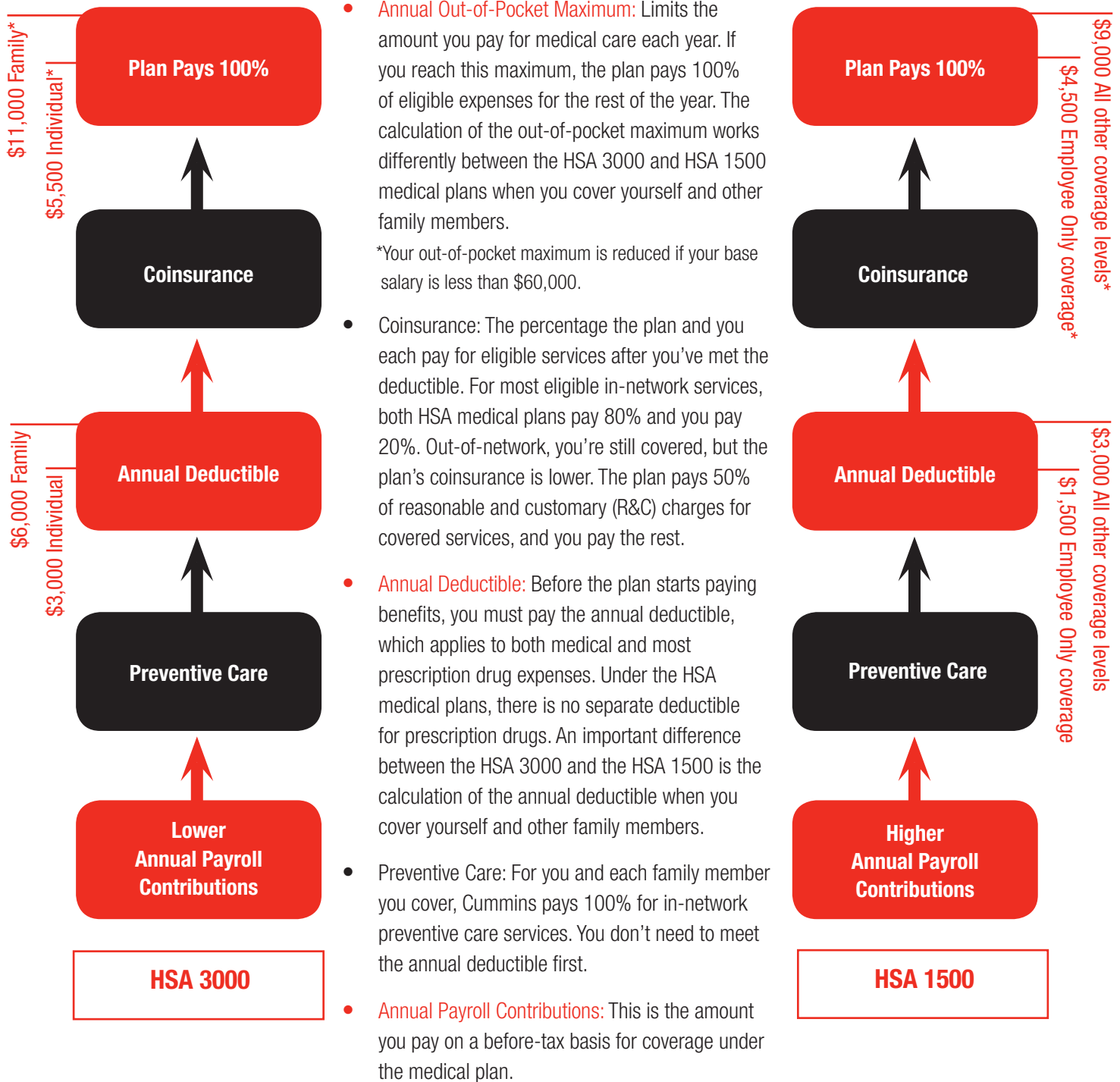
Health savings accounts and flexible spending accounts offer similar tax advantages. So, if you plan to enroll in an HSA for 2019, you are not eligible to participate in the Cummins Health Care Flexible Spending Account.

Similarly, if you want to make HSA contributions for you and your spouse, be sure your spouse does not enroll in his or her employer's health care flexible spending account.

You may enroll in a dependent care flexible spending account, such as the Cummins Dependent Care FSA, no matter which medical plan you elect. That's because a Dependent Care FSA is for reimbursement of child or adult day care expenses, not reimbursement of health care expenses.

How the HSA 3000 and HSA 1500 Work

Here's a look at key features of the HSA 3000 and HSA 1500 medical plans:



The following table shows the in-network and out-of-network benefits of both the HSA 3000 and the HSA 1500 medical plans:

Plan Features	HSA 3000		HSA 1500	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Preventive Care	100%	Not available	100%	Not available
Annual Deductible	Individual: \$3,000 Family: \$6,000 (\$3,000 individual limit)	Individual: \$6,000 Family: \$12,000 (\$6,000 individual limit)	Individual: \$1,500 Family: \$3,000 (NO individual limit)	Individual: \$3,000 Family: \$6,000 (NO individual limit)
Coinsurance (What the plan pays for most covered services)	80% after annual deductible	50% of R&C after annual deductible	80% after annual deductible	50% of R&C after annual deductible
Annual Out-of-Pocket Maximum (Includes annual deductible and coinsurance) ≤ \$40,000	Individual: \$3,500 Family: \$7,000 (\$3,500 individual limit)	Individual: \$7,000 Family: \$14,000 (\$7,000 individual limit)	Individual: \$2,000 Family: \$4,000 (NO individual limit)	Individual: \$4,000 Family: \$8,000 (NO individual limit)
\$40,001 - \$50,000	Individual: \$4,000 Family: \$8,000 (\$4,000 individual limit)	Individual: \$8,000 Family: \$16,000 (\$8,000 individual limit)	Individual: \$2,500 Family: \$5,000 (NO individual limit)	Individual: \$5,000 Family: \$10,000 (NO individual limit)
\$50,001 - \$60,000	Individual: \$4,500 Family: \$9,000 (\$4,500 individual limit)	Individual: \$9,000 Family: \$18,000 (\$9,000 individual limit)	Individual: \$3,500 Family: \$7,000 (NO individual limit)	Individual: \$7,000 Family: \$14,000 (NO individual limit)
\$60,001 +	Individual: \$5,500 Family: \$11,000* (\$5,500 individual limit)	Individual: \$11,000 Family: \$22,000 (\$11,000 individual limit)	Individual: \$4,500 Family: \$9,000 (\$6,850 individual limit)	Individual: \$9,000 Family: \$18,000 (NO individual limit)

*Please note: There is a key difference between the HSA 3000 and HSA 1500 plan if you have family coverage. In the HSA 3000, the maximum out-of-pocket expense is \$11,000, with no one family member exceeding the individual maximum of \$5,500. Once a person has reached \$5,500, the plan pays 100% of that person's expenses for the remainder of the year.

Prescription Drug Benefits

Benefits for prescription drugs work differently under the HSA medical plans than what you may be used to.

The biggest differences are:

1. There is no separate “prescription drug deductible” —

The HSA medical plans are high deductible health plans, so prescription drug benefits, by law, are subject to the same annual deductible that applies to other covered services.

2. Prescription drug expenses count toward your annual out-of-pocket maximum —

Just like any other covered expense, your out-of-pocket expenses for prescription drugs count toward the maximum that limits your total costs. If you reach the out-of-pocket maximum, the plan pays 100% of all eligible medical and prescription drug expenses for the rest of the year.

3. The plan pays preventive drug benefits without requiring you to first meet the annual deductible.

See page 5 for details.

Express Scripts is our prescription drug benefits administrator. Express Script's national network of retail pharmacies is one of the broadest available. Major chains participate, as well as many local pharmacies. Major chain pharmacies include: CVS, Walgreens, Rite Aid, Walmart, Kroger, Target, Safeway, SuperValu, Ahold, and Kmart. To verify whether your pharmacy is part of the Express Scripts network, visit mywellbeing.cummins.com.



Your Benefits at a participating Retail Pharmacy

You pay the full cost of your prescription drugs until you satisfy the medical plan's annual deductible.

Once you meet the annual deductible, the plan pays a percentage of the total cost of your prescription and you pay a percentage as well. The percentage you pay depends on whether your prescription is a generic drug, a brand-name drug on the formulary, or a brand-name drug not on the formulary. The plan provides a greater benefit for generic drugs and brand-name drugs on the formulary.

For this kind of drug...	You pay*...	The plan pays...	For up to...
Generic	\$8 copay	100% after \$8 copay	34-day supply
Brand name on the formulary	20% (\$30 min; \$150 max)	80% coinsurance	
Brand name not on the formulary	50% (\$65 min; \$180 max)	50% coinsurance	

*If the actual cost of the prescription is less than the copay or minimum dollar amount, you pay the actual cost.

Formulary — A list of medications with a proven track record for effectiveness in terms of outcomes and cost.

Your Benefits Through Mail-Order

The plan also provides benefits for maintenance drugs through mail-order. Maintenance drugs are those you take on a regular basis to treat an ongoing condition. Instead of filling your prescription at a retail pharmacy, you can receive it at your home address.

You pay the full cost of your prescription drugs until you satisfy the medical plan's annual deductible. Once you meet the annual deductible, you have a copay (a flat-dollar amount) and then the plan pays the rest.

Your copay depends on the type of drug you receive: a generic drug, a brand-name drug on the formulary, or a brand-name drug not on the formulary. The plan provides a greater benefit for generic drugs and brand-name drugs on the formulary.

For this kind of drug...	You pay*...	The plan pays...	For up to...
Generic	\$20	The rest of the cost	90-day supply
Brand name on the formulary	\$75		
Brand name not on the formulary	\$180		

*If the actual cost of the prescription is less than the copay, you pay the actual cost.

Specialty Drugs

The Specialty Pharmacy Program is for those who use specialty medication to treat a chronic illness, such as multiple sclerosis or rheumatoid arthritis. To learn more about the Accredo Specialty Pharmacy Program, call Express Scripts at 1-866-544-6968.

You pay the full cost of your prescription drugs until you satisfy the medical plan's annual deductible. Once you meet the annual deductible, you have a \$60 copay (a flat-dollar amount) for up to a 30-day supply and then the plan pays the rest.

Preventive Prescription Drugs

Under both HSA medical plans, there is no separate deductible for prescription drugs. Generally, after you meet the medical plan's annual deductible, the plan begins to pay benefits for prescription drugs.

For certain prescription drugs that are considered preventive, the plan pays benefits without requiring you to first meet the annual deductible. You pay your coinsurance (or copay, for mail-order), and the plan pays its share — whether or not you have met the annual deductible.

These classes of drugs are considered preventive under the HSA medical plans:

- Asthma medication
- Anti-clotting medication
- Diabetes medication and supplies
- Blood pressure medication
- Osteoporosis medication
- Medication to prevent breast cancer
- Lipid/cholesterol-lowering medications
- Prenatal supplements
- Anti-malaria medication
- Hormone replacement therapy (female)
- Weight loss



These medications are available at a \$0 cost share. Certain age restrictions apply.

- Smoking cessation (18 yrs and older)
- Vaccines
- Birth Control medication and devices
- Colonoscopy Prep (age 50-75)
- Breast cancer prevention (women age 35 and over)
- Vitamin D (65 years and older)
- Folic Acid (women age 0-50)
- OTC Niacin
- Generic OTC Aspirin 81 mg or 325 mg (men age 45-79) or women (55-79)

This is a representative sample, but not a full list. For a complete drug list, log on to mywellbeing.cummins.com.

How the Health Savings Account Works

When you enroll in either the HSA 3000 or HSA 1500 medical plan, you can establish a Health Savings Account. The Health Savings Account allows you to set aside before-tax dollars and use them to pay for eligible health care expenses — now and in the future. You can use the account to pay for medical, dental, prescription drug, over-the-counter medication if prescribed by a doctor (see page 9) and vision expenses. Both you and Cummins make contributions, but it's your account. The HSA provides interest, and after you have \$1,000 in your account, you can choose to open an investment account and invest in a range of funds.

With your HSA, you get tax savings in three ways:

1. Before-tax payroll contributions
2. Tax-free account earnings (whether through interest earnings or investment earnings)
3. No tax when you spend your HSA dollars on eligible health care expenses at any time

Better yet, Cummins also will contribute to your HSA.

- If your annual base salary is \$40,000 or less:
 - \$1,000 for Employee Only coverage under either the HSA 3000 or HSA 1500 medical plan
 - \$2,000 for all other coverage levels
- If your annual base salary is more than \$40,000:
 - \$500 for Employee Only coverage under either the HSA 3000 or HSA 1500 medical plan
 - \$1,000 for all other coverage levels

Contributing to Your HSA

You can make several types of contributions to your HSA. The following table shows the types of contributions:

Type of Contribution	Amount and Timing	Things to Keep in Mind
Annual contribution limit of up to \$3,500 (individual coverage) or \$7,000 (family coverage) permitted in the following types of contributions		
Cummins HSA contribution	<p>Amount: Subject to annual contribution limit.</p> <ul style="list-style-type: none"> • If your annual base salary is <i>\$40,000 or less, including average commissions</i>: <ul style="list-style-type: none"> — \$1,000 for employee only coverage under either the HSA 3000 or HSA 1500 medical plan — \$2,000 for all other coverage levels • If your annual base salary is <i>more than \$40,000</i>: <ul style="list-style-type: none"> — \$500 for employee only coverage under either the HSA 3000 or HSA 1500 medical plan — \$1,000 for all other coverage levels • You activate your HSA by the deadline 	<p>The Cummins HSA contribution will be made to your account in early January if you have activated your account. Otherwise, the money will post to your account the month following activation of your HSA — but you must do so within 60 days of enrollment in order to receive the Cummins contribution.</p> <p>Enrollment after January 1, 2019: The contribution will be made within 30 days of your enrollment and will be prorated based on month that you enroll.</p>

Type of Contribution	Amount and Timing	Things to Keep in Mind
Before-tax payroll contributions	<p>Amount: Subject to annual contribution limit. During the year, your account can receive up to \$3,500 (individual coverage) or \$7,000 (family coverage) in a combination of Cummins HSA contributions, your before-tax payroll contributions and your after-tax lump sum contributions.</p> <p>Timing: You elect your before-tax contribution amount during the Enrollment Period or as a new hire, within 31 days of hire date, in OneSource Employee Self Service.</p>	<p>To change your contribution during the year, use the <i>HSA Contribution Change Request Form</i>. You can download that form from mywellbeing.cummins.com.</p> <p>NOTE: HSA contribution changes after mid-November will be limited for the remainder of the plan year due to payroll administration.</p>
After-tax “lump sum” contributions you make directly to BenefitWallet	<p>Amount: Subject to annual contribution limit.</p> <p>Timing: You can make after-tax lump sum contributions at any time. You can use the deposit slips received with your HSA checkbook, you can download a generic HSA deposit slip available at www.mybenefitwallet.com. You can also go through www.anthem.com or call Anthem at 1-866-251-1779.</p> <p>You can also transfer money from your personal bank account to your HSA using the Direct Pay HSA link on www.mybenefitwallet.com or through www.anthem.com.</p>	<p>After-tax contributions are made directly to BenefitWallet. To get the tax savings, you will need to take a deduction on your tax return.</p>
Catch-up contributions	<p>Amount: up to \$1,000.</p> <p>Timing: You can elect as part of the before-tax contribution election in OneSource.</p>	<p>Available if you or your spouse is age 55 or older or <i>will</i> be age 55 by December 31 of this tax year.</p> <p>Your spouse will need to open his or her own HSA in order to make the catch-up contribution for himself or herself.</p> <p>Reminder: To make any contributions to an HSA, you cannot be enrolled in Medicare or any other medical plan except for a high deductible health plan.</p>

Note: If you have High Deductible Health Plan (HDHP) coverage as of December 1, you are allowed to make the full, non-prorated contribution for the year. However, if you cease to remain an eligible individual throughout the next full year, the extra amount contributed should be included as income and subject to an additional excise tax.

Changing Your Before-Tax Payroll Contribution During the Year

When you enroll, you can elect your before-tax contribution amount in OneSource Employee Self Service. If you want to change that amount during the year, just follow these steps:

1. Log on to mywellbeing.cummins.com
2. In the forms section, download the HSA Contribution Change Request Form
3. Fax or e-mail the completed form to the CBS Life Events (the information is on the form)

You can start, stop, increase or decrease your contribution election at any time.

Opening Your HSA

Shortly after you enroll in either the HSA 3000 or the HSA 1500 medical plan, you will receive an HSA Welcome Kit from Anthem that tells you how to open and activate your HSA.

Activating Your HSA

After electing an HSA medical plan, click the “Activate Your HSA Now” link in OneSource Self Service. You’ll need your first name, last name, last four digits of your Social Security number, your date of birth and your home ZIP code. Make sure your entries match what is in OneSource. Answer the few short questions that follow.

Important Reminder: You must “activate” your HSA.

Your HSA cannot receive the Cummins HSA contribution or any pre-tax contributions you’ve elected to make until the account has been activated.

Activating Your HSA Debit Card

When you receive your HSA debit card in the mail, it will come with instructions for activating it. Separately, you will receive a personal identification number (PIN) to complete your debit card activation. If you want a second debit card for another covered family member, you can contact BenefitWallet and receive one at no charge.

HSA Checks

You also will get a starter set of checks you can use for eligible HSA expenses. Your HSA Welcome Kit will contain instructions for ordering additional checks.

Mobile Access

You can access HSA account balances and transaction information from your mobile phone. You can check your HSA account balance on-the-go as well as make changes to your account profiles (things like mailing addresses and phone numbers).

Complete Your Master Signature Card with BenefitWallet!

When you enroll in the HSA 3000 or HSA 1500, you’ll receive a Master Signature Card from BenefitWallet. This card enables you to activate your account (if not done online), as well as request additional debit cards or checks. It also allows you to designate a beneficiary for your HSA dollars in the event of your death. This will ensure that if you die, the money in your account will transfer to the appropriate beneficiary (and if your spouse, the transfer is tax free). Otherwise, your account dollars will first go to your estate and then to your beneficiary, making the fair market value of your account taxable. You can also download a personalized Master Signature Card from www.mybenefitwallet.com.



Using Your HSA Dollars

After your initial enrollment, BenefitWallet will mail you one set of checks and one debit card free of charge. (One additional debit card is available upon request at no charge.) There is a \$5 fee for additional card requests.

Eligible Expenses

You can use your HSA dollars for eligible medical, prescription drug, dental and vision expenses for you and any tax-qualified dependent — even if you are not covering that dependent under either the HSA 3000 or HSA 1500 medical plan.

Generally this **includes**:

- Tax qualified Domestic Partners
- Children up to age 19 if not a full-time student
- Children up to age 24 if a full-time student

For a complete list of eligible expenses, refer to IRS Publication 502, available online at www.irs.gov.

Over-the-counter medications are an HSA eligible expense if they are prescribed by a doctor. The prescription requirement only applies to over-the-counter drugs. It does not apply to expenses for other over-the-counter items such as insulin and diabetic supplies, bandages, band-aids, or contact lens supplies. These items continue to be reimbursable from an HSA without a doctor's prescription.

About domestic partners: If you have a tax-qualified domestic partner, you can spend your HSA money for his or her expenses. If your partner is not a tax-qualified domestic partner, but is covered under your medical plan, your domestic partner is eligible to establish his or her own HSA with any bank and make the full annual family maximum contribution.

How to Pay for Eligible Expenses

After you activate your HSA (see page 8), you can use it in one of three ways to get your money out of the HSA to pay for eligible health care expenses:

- **Direct Pay HSA:** You can create a one-time or recurring payments online 24 hours a day, 7 days a week at www.mybenefitwallet.com, or accessible via www.anthem.com.
- **Debit card:** You can use your HSA debit card just like a credit card to pay for an eligible health care expense. To pay for expenses associated with a doctor's office visit, you can indicate your debit card number on the bill you receive from the doctor to have any balance due paid from your HSA.
- **Checkbook:** You can use HSA checks to pay for doctor's office visits or any other eligible health care expense that can be paid by check.

You can use your HSA debit card and checkbook to...

Pay your doctor directly for eligible health care expenses	OR	Reimburse yourself for eligible health care expenses that you've already paid out of your pocket, by: <ul style="list-style-type: none">• Transferring funds from your HSA directly to your personal account using Direct Pay HSA• Writing yourself an HSA check or• Using your HSA debit card at an ATM (you must pay a fee for any ATM transaction)
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Keep your receipts: When using your HSA to pay for eligible health care expenses, be sure to keep your receipts to verify eligibility and accuracy of payment/reimbursement.

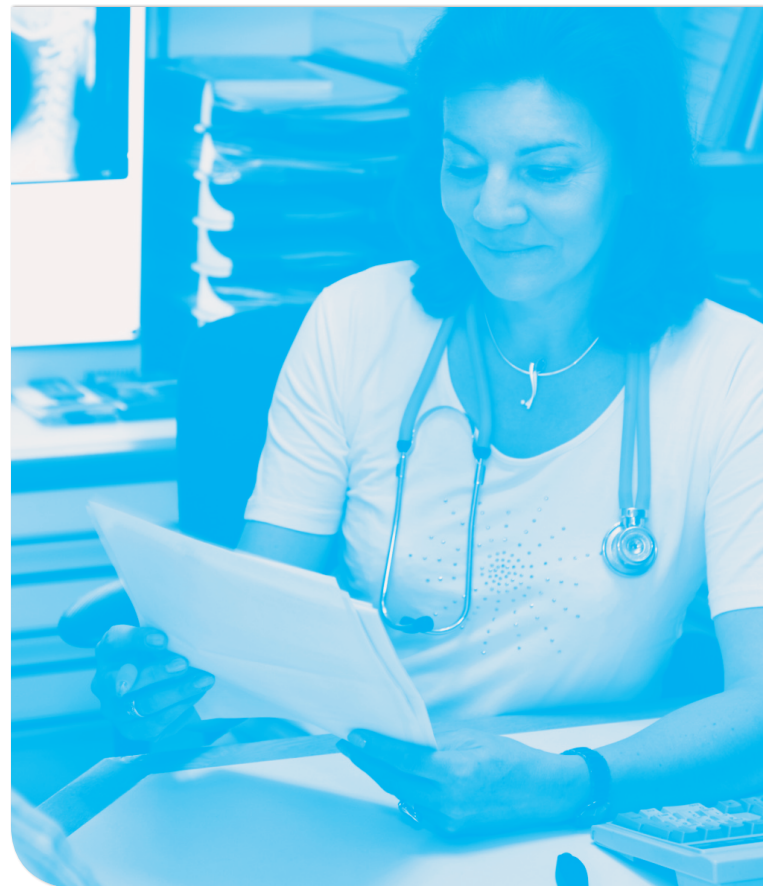
There are no forms to file. You should keep your receipts in the event of an audit by the IRS so you can prove that you used the HSA money for eligible health care expenses.

The following table includes tips on how the payment process varies by provider.

Paying Your Health Care Provider	
Benefit Type	When You Pay the Bill
Medical	<p>Pay the doctor's or hospital's bill after the claim has been filed and you have received the Anthem Claim Recap. Do not use HSA dollars at the time of service. By waiting until after Anthem has processed the claim, you will be sure your bill reflects any negotiated (lower) rates.</p> <p>If the provider wants payment before the claim is filed, use after-tax dollars and reimburse yourself later when the Claim Recap arrives.</p>
Prescription	<p>Retail: Pay the pharmacy at the time of service with the debit card or check (for drugs, the negotiated rates are already on file with participating pharmacies).</p> <p>Mail-Order: Include the debit card number on your order form and have the funds deducted from your HSA.</p> <p>Specialty: Include the debit card number on your order form and have the funds deducted from your HSA.</p>
Dental	<p>Pay the dentist's bill after the claim has been filed with Delta Dental and you have received an Explanation of Benefits (EOB) from Delta Dental.</p>
Vision	<p>Pay the vision provider at the time of service or pay with after-tax dollars and reimburse yourself.</p>
Over-the-Counter Medication with a prescription	<p>Pay with the debit card or check. If the expense is commingled with other non-eligible expenses such as groceries, then pay with after-tax dollars such as cash or a credit card, and reimburse yourself later out of the HSA.</p>

Remember...

- Check your balance! Be sure to have a sufficient balance in your account before using the debit card or writing a check so you can avoid fees for insufficient funds and bounced checks.
- No deadline for reimbursement! If you don't have enough money in your account to cover an expense, you can pay with after-tax dollars. Then you can reimburse yourself at a future date when you have more money in your HSA.
- The account is yours! Even if you leave Cummins or change to a different medical plan, the money is still yours to spend on eligible expenses. Although you must be enrolled in a high deductible health plan such as the HSA 3000 or HSA 1500 to contribute to an account, you are allowed to spend the money on health care expenses no matter what type of medical plan you choose.



Your HSA Investment Options

After your HSA balance reaches \$1,000, you can start investing your HSA savings in mutual funds. Your minimum investment can be as little as \$1. Your account can be set up to transfer your HSA dollars automatically into, out of or within a selection of mutual funds as you specify. And you can add additional investments online. There is a monthly \$2.90 Investment Fee to participate in an investment account.

You can access your HSA Investment Account through www.mybenefitwallet.com — you don't need to remember another ID and password.

The following table shows the investment funds available under its integrated investment platform:

Fund Category	HSA Investment Fund	Symbol
Large Cap		
No Load	American Funds New Economy	ANFFX
Class A Load Waived	Dreyfus Premier Strategic Value	DAGVX.LW
No Load	Dreyfus Appreciation Fund	DGAGX
No Load	Gabelli Asset Fund	GABAX
No Load	Vanguard Total Stock Market Index	VTSMX
Mid Cap		
Class A Load Waived	Hotchkis and Wiley Value Opps	HWAAX.LW
Class A Load Waived	American Century Heritage	ATHAX.LW
Small Cap		
Class A Load Waived	Fidelity Advisor Small Cap	FSCDX.LW
Class A Load Waived	PIMCO Small Cap Stocks PLUS AR	PCKAX.LW
No Load	Vanguard Small Cap Index	NAESX
International		
Class A Load Waived	MFS® International Value	MGIAX.LW
Class A Load Waived	Mutual Discovery	TEDIX.LW
Class A Load Waived	Oppenheimer Developing Markets	ODMAX.LW
Class A Load Waived	PIMCO International Stocks PLUS AR S	PIPAX.LW
Fixed Income		
Class A Load Waived	Goldman Sachs Short Duration Govt	GSSDX.LW
Class A Load Waived	Calvert Short Duration Income	CSDAX.LW
Class A Load Waived	PIMCO Investment Grade Corp Bd	PBDAX.LW
Class A Load Waived	Templeton Global Bond	TPINX.LW
Class A Load Waived	Ivy High Income Adv	WHIAX.LW
Allocation		
Class A Load Waived	American Century Aggressive Alloc	ACVAX.LW
Class A Load Waived	MFS Aggressive Growth Allocation	MAAGX.LW
Class A Load Waived	MF Moderate Allocation	MAMAX.LW
Class A Load Waived	MFS Conservative Allocation	MACFX.LW
Class A Load Waived	Ivy Asset Strategy	WASAX.LW
Specialty		
No Load	T Rowe Price Real Estate Fund Adv	PAREX
Money Market		
Investor Shares	Fidelity® Instl. Money Market Govt. Portfolio	FRGXX

BenefitWallet Health Savings Account Fee and Rate Schedule

The tables below show the current fees. Please note that fees are subject to change.

Interest Rate		
Tier	Interest Rate	APY
\$0.01 - \$499.99	0.15%	0.15%
\$500.00 - \$2,499.99	0.15%	0.15% - 0.15%
\$2,500.00 - \$9,999.99	0.15%	0.15% - 0.15%
\$10,000.00 - \$24,999.99	0.35%	0.15% - 0.351%
\$25,000.00 and above	0.50%	0.351% - 0.501%

**Interest rates are variable and subject to change*

Monthly Fees	
Monthly Services Charge	\$2.95
Paper statement (per statement)	\$1.25

Monthly service charge fee may be paid for you by your employer during active employment. If you leave your employer-sponsored plan, but retain your HSA, your monthly service charge is \$3.25.

Requests for Debit Card, Checkbook or Copies of Documents	
First 2 debit cards issued at no cost. Replacement/Additional debit card	\$ 5.00
First checkbook issued at no cost. Replacement/Additional checkbooks	\$ 10.00
Copy of check, statement or other document (per item)	\$ 5.00

Other Banking Fees when Applicable	
Stop payment (per request)	\$ 25.00
Returned item (per instance)	\$ 25.00
Custodian check issuance fee (deducted from account balance)	\$ 25.00
Excess contribution reimbursement (deducted from account balance)	\$ 25.00

See your Health Savings Account Deposit Agreement and Disclosures for the complete terms and conditions related to your account. Note, fees disclosed will remain in effect until further notice. Interest is credited to participant accounts on the last business day of the month.

For additional information regarding these fees, contact your employer, health plan or our service center. Other fees will be deducted from the balance of your Health Savings Account when incurred or as indicated. If the account balance is less than \$25 at the time of the check issuance request, a fee equal to the account balance will be deducted from your account.

The HSA and Taxes

An HSA is an account that offers tax advantages. It's important for you to be aware of the tax implications associated with your HSA. Cummins is not a tax advisor and cannot provide tax advice, but wants to be sure you are aware of the following key points:

- **Using the HSA to pay for non-health care expenses:** If you use your HSA dollars to pay for non-health care expenses, those dollars will be taxed as regular income and may be subject to an additional 20% penalty. The HSA is intended solely to pay for qualified medical, prescription drug, over-the-counter medication (with a doctor's prescription), dental or vision expenses.
- **Contributing too much to your HSA:** If the contributions to your HSA exceed the federal limits, any excess contributions may be taxable, includable in gross income and subject to additional excise tax.
- **Filing your taxes:** For tax filing purposes, "employee contributions" do **not** include the amounts you contribute to the HSA through **before-tax payroll deductions**. These automatically are reported, along with Cummins contributions, on the Form W-2 you receive after the end of the calendar year.

If you live in California or New Jersey, state income taxes will apply to your HSA contributions, although federal income taxes will not. Please review your state's income tax filing documentation for specifics.

If you have an Individual Retirement Account (IRA), you may roll over IRA funds to an HSA without a tax penalty. However, the transfer amount cannot exceed your maximum HSA contribution limit.

It is your responsibility to use your HSA funds for eligible expenses and to report distributions when filing your taxes. For more information, refer to IRS Publication 969, *Health Savings Accounts and Other Tax-Favored Health Plans*, available online at www.irs.gov, or contact your personal financial advisor.

About This Brochure

This brochure contains only highlights of the HSA 3000 and HSA 1500 medical plans and the Health Savings Account. Every effort has been made to report information accurately, but the possibility of error exists. In addition, not every plan detail of every benefit that may matter to you could be included in this brochure. Cummins benefit programs are governed by an official plan document. In case of any conflict between this brochure and an official plan document, the plan document will be the final authority. Also note that the Health Savings Account feature is not an ERISA plan. It is a separate account managed by BenefitWallet.

For more detailed information about the HSA 3000 and HSA 1500 or any of the topics discussed in this brochure, call the CBS Benefits Contact Center toll-free at 1-877-377-4357 Monday through Friday, 7 a.m. to 5 p.m. CT or review your Summary Plan Description (SPD). SPDs are available on the My Wellbeing website or by calling the CBS Benefits Contact Center.

CBS Benefits Contact Center
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