



INLAND EMPIRE ELECTRICAL WORKERS SBA ACCOUNT



THE SBA PLAN IS DESIGNED TO ALLOW YOU TO ACCUMULATE EMPLOYER CONTRIBUTIONS (TAX FREE)
TO HELP OFFSET MEDICAL CARE EXPENSES WHEN YOU RETIRE

SUMMARY OF THE SBA PLAN

- ✓ TAX-FREE MONEY
- ✓ EMPLOYER ONLY CONTRIBUTIONS
- ✓ COVERS ELIGIBLE MEDICAL, DENTAL AND VISION AND PRESCRIPTION DRUG EXPENSES
- ✓ USED FOR YOURSELF, SPOUSE, AND DEPENDENT(S)
- ✓ INVESTMENT EARNINGS ARE TAX FREE

Eligibility Requirements: Your eligibility for this benefit is based on two things:

- 1) You are covered by an Employer's collective bargaining agreement requiring the SBA contribution
- 2) You have enrolled in the Inland Empire Electrical Workers Health Care Trust

About your SBA Account: Initially, an individual SBA Account will be established on your behalf when you are eligible to participate and are actually enrolled in the Inland Empire Electrical Workers Health and Welfare Trust (or prove enrollment in another qualified group health plan which meets the minimum value requirements of the Affordable Care Act). This account will be credited each month with employer contributions made on your behalf so long as you are actually enrolled. The amount in your account can increase or decrease depending on the returns from the investments of the Trust. Any reimbursements that you request will decrease the overall account balance by the amount of your reimbursement. There is a \$1.50 monthly administrative fee for each account, regardless of account size.

Intentions of the SBA Plan: This Plan is designed to be used *after* you retire, to cover eligible expenses you incur during retirement. The account can be used for the cost of retiree health care coverage and/or to cover out of pocket health care expenses which are not covered by health insurance. While the SBA Plan is intended to be used during retirement, it is possible to access the funds at any time for eligible health care expenses.

Below is a list of frequently asked questions about the SBA Plan. Please note that this Plan is administered by the same organization that manages your Health Care Plan. Therefore, careful coordination between these Plans is vital to your security.

Q: What is the SBA Benefit Plan?

The SBA Benefit Plan provides you a tax-free account, funded by your Employer according to your Collective Bargaining Agreement, combined with investment earnings, which can be used for the tax-free reimbursement of eligible out of pocket health care expenses.

Q: When will employer contributions be credited to my SBA account?

Once your account has been established (as noted above) contributions received will be credited to your account each month as long as you are actually enrolled in coverage under the Inland Empire Electrical Workers Health and Welfare Trust (or prove enrollment in another qualified group health plan which



meets the minimum value requirements of the Affordable Care Act). Contributions received during any month in which you are not enrolled in coverage will be pended and credited during the next month in which you are enrolled.

Q: When can I access my SBA account?

After an account has been established, an active participant, or retired participant, may access his or her account balance for un-reimbursed health care expenses at any time. Un-reimbursed expenses incurred prior to the establishment of your account are not eligible for reimbursement.

Q: Are the Health Care Expenses of my Spouse and Children covered?

Yes, any eligible un-reimbursed health care expenses of your spouse and your dependent children can be reimbursed from your account. An eligible dependent child or other dependent individual are those who qualify under the rules of the Internal Revenue Service.

Q: What Health Care Expenses are eligible for reimbursement?

Eligible Health Care Expenses are defined under Section 213 of the Internal Revenue Code and are outlined under IRS Publication 502. Generally, these are un-reimbursed health care expenses that you could otherwise deduct on your federal tax return. They are expenses for which you have not otherwise been paid by insurance or reimbursed from some other source. Medical Expenses are limited to generally recognized health care expenses, which are defined to mean (a) expenses incurred for diagnosis, cure, mitigation, treatment, or prevention of disease or for the purpose of affecting any structure or function of the body, and (b) for transportation primarily for and essential to such medical, dental and vision care. You can also use the SBA to be reimbursed for COBRA and self-payments for insurance to the IEEW Trust, but you cannot be reimbursed for payment of premiums for coverage on the individual market.

Q: How do I file for reimbursement of my Health Care Expenses?

To receive a reimbursement of your eligible health care expense, you must submit a claim form along with proper substantiation of the expense (such as an Explanation of Benefits, provider statement or cash register receipt) to:

SBA Plan Benefits
Inland Empire Electrical Workers Health Care Plan
P. O. Box 5433
Spokane, WA 99205



A Claim form can be obtained at www.ewwellpower.com or by contacting the Trust office.

Q: Will I receive any interest on my account balance?

SBA contributions received by the Inland Empire Electrical Workers Health Care Plan are invested with the other assets of the Health Care Plan. Your account will be posted monthly with your pro-rata share of the investment returns. Please note that Plan Assets are invested in the stock and bond markets which could result in negative earnings.

Q: Can I opt out of and waive future reimbursements from my SBA account?

Yes, a participant, or retiree, that has a SBA account balance is permitted to permanently opt out of and waive future reimbursements from his or her SBA account annually, and, upon termination of employment, you are permitted to permanently opt out of and waive future reimbursements from your SBA account.

Q: How often will I receive a statement of my account?

Detailed individual statements showing monthly contributions, interest earned, administrative fees and distributions will be sent once every six months. Current account activity can be viewed at any time at www.ewwellpower.com.

Q: What happens if I pass away before my SBA account is used up?

If you are survived by a spouse or eligible dependent, they may continue to submit eligible expenses for tax-free reimbursements until your account is depleted. If you are not survived by a spouse or eligible dependent, your remaining account balance will forfeit to the Plan once all of your remaining qualified medical expenses have been reimbursed to your estate.

PLEASE VISIT

WWW.EWWELLPPOWER.COM

FOR MORE INFORMATION AND ACCOUNT DETAILS

W REHN
& ASSOCIATES