

Benefits Handbook Date March 1, 2020

Spending Accounts

Marsh & McLennan Companies



Spending Accounts

The Marsh & McLennan Companies spending account plans benefits include:

- *The Health Care Flexible Spending Account, to help you cover the cost of unreimbursed health care expenses for you and your dependents.*
- *The Limited Purpose Health Care Flexible Spending Account, to help you cover the cost of unreimbursed health care expenses for you and your dependents if you enroll in the \$1,500 Deductible Plan or the \$2,850 Deductible Plan and the HSA.*
- *The Health Savings Account (HSA), a tax-advantaged savings account that is available if you enroll in the \$1,500 Deductible Plan or the \$2,850 Deductible Plan.*
- *The Dependent Care Flexible Spending Account, to help you cover the cost of care such as day care for your dependents so you can work.*

Your Eligibility

This SPD handbook describes all of the benefit plans that Marsh & McLennan Companies provides. In general, if you are eligible for benefits, you will only be eligible for *some* of the benefits described in the handbook.

Your eligibility typically depends on your employment/dependent status (e.g., active employee, retiree, dependent of employee or retiree) and the Marsh & McLennan Companies business unit for which you work or worked.

Dependent Care FSA Is Not for Healthcare Costs

The Dependent Care Flexible Spending Account is not for covering the costs of your dependents' healthcare. Your dependents healthcare costs can be covered with the healthcare FSAs.

The Dependent Care FSA is for expenses such as day care or elder care for your dependents, so that you can work.

The Medical Option and Health Care FSAs

You cannot use the regular Health Care Flexible Spending Account if you are enrolled in the \$1,500 and \$2,850 Deductible Plans and the Health Savings Account (HSA). Instead, you have the option to use the Limited Purpose Health Care Flexible Spending Account. If you enroll in the \$1,500 Deductible Plan or the \$2,850 Deductible Plan, you can use the HSA to cover expenses that the Limited Purpose Health Care FSA cannot cover.

All of these spending account plans help you to save money, by allowing you to set aside money from your pay before most taxes are calculated and withheld, and put that money into an account you can use for certain expenses. You save because you are able to apply money that would otherwise have gone to pay taxes to your expenses.

The *Participating in Spending Accounts* section describes the rules the Marsh & McLennan Companies spending account plans share in common regarding eligibility, enrollment, and other plan provisions that determine how you may participate in the plans.