

July 2020

Summary of Material Modification to the Plan

This summary of material modifications to The Railroad Employees National Health Flexible Spending Account Plan (the “FSA Plan”) is being provided to you to highlight important changes to the FSA Plan. If you have any questions regarding these changes or if you are unsure if these changes apply to you, please contact Railroad Enrollment Services at 1-800-753-2692.

One-Time Election Change

Effective July 1, 2020 through December 31, 2020, you may make a one-time election to change your annual FSA Plan contribution for the 2020 FSA Plan year. This one-time election is intended to provide relief to FSA Plan participants who have incurred lower than expected health costs due to the COVID-19 crisis.

You can use this one-time election to increase or decrease your annual FSA Plan contribution. An election to increase your FSA Plan contribution is subject to IRS limitations (i.e., total 2020 contributions cannot exceed \$2,750). If you make an election to decrease your annual FSA Plan contribution, you cannot elect a new annual contribution amount that is less than the greater of (1) the amount you have already contributed in 2020 and (2) the amount of reimbursements you have received in 2020.

If you wish to make a one-time election change, please contact Railroad Enrollment Services at 1-800-753-2692. Your election change will be effective as soon as administratively practicable.

Medical Care Expenses

Effective January 1, 2020, the following expenses qualify as Medical Care Expenses under the FSA Plan and are eligible for reimbursement from your FSA Plan Account:

- Over-the-counter drugs for which you do not have a prescription.
- Menstrual care products.

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This summary of material modifications is intended to summarize a change in FSA Plan provisions. Except as described in this summary of material modifications, in the event of any inconsistency between this summary of material modification and the FSA Plan’s formal documentation, the FSA Plan’s formal documentation will control.