

# City of Bristol, Virginia Cafeteria Plan

## Summary of Material Modification

To: Participants of the City of Bristol, Virginia Cafeteria Plan

From: City of Bristol, Virginia

Date: May 6, 2020

On May 6, 2020, City of Bristol, Virginia amended the City of Bristol, Virginia Cafeteria Plan (the Plan) to permit the reimbursement of over-the-counter (OTC) medical products without a prescription for account-based plans, such as health flexible savings accounts ("Health FSAs"), Health Reimbursement Arrangements ("HRAs"), and other accident and health plans, as well as to Health Savings Accounts ("HSAs") in accordance with the CARES Act.

This Amendment shall be effective January 1, 2020.

**Elimination of Prescriptions for OTC.** The Plan is hereby amended to permit the reimbursement of over-the-counter (OTC) medical products without a prescription for account-based plans, such as health flexible savings accounts ("Health FSAs"), Health Reimbursement Arrangements ("HRAs"), and other accident and health plans, as well as to Health Savings Accounts ("HSAs") in accordance with the CARES Act. In addition, menstrual care products will now qualify as medical care for purposes of reimbursement or tax-free distribution effective January 1, 2020 and for all future plan years.

If you have any questions on this Summary or the Amendment to your Plan, contact your Plan Administrator:

City of Bristol, Virginia  
300 Lee Street  
Bristol, VA 24201  
(276) 645-7358