

HSA Bank Member HSA Education

May 13, 2024



Meet the Team

HSA Bank Presenters



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PEBP Support

PEBP HRA & HSA Resource Website

hsabank.com/NVPEBP



Client Assistance Center

PEBP Employee Support
1-833-228-9364

HSA v. HRA comparison

	HSA	HRA
Who “owns” account?	Member	Employer
Account overview	Member-owned bank account that allows members to pay for IRS-qualified, out-of-pocket medical expenses.	Employer-funded, tax-advantaged arrangement which reimburses employees for IRS-qualified, out-of-pocket medical expenses.
Who can contribute to account?	Member, Employer, Third Party (i.e. spouse, parent, etc.)	Employer only
How are funds accessed?	Distributions for IRS-qualified medical expenses are not taxable. • Debit card • Online Transfer to Bank Account • Online bill pay • Check Request	Limited to IRS-qualified medical expenses per plan design. • Debit card • “Claim” – Request for reimbursement or bill pay
Substantiation of expenses	Member (not required for payment)	Third Party (required for payment unless auto-substantiated)
Must have a health plan?	Yes, qualified High-Deductible Health Plan (HDHP) whether through employer or not.	Yes, an HRA must be integrated

HSA v. HRA comparison

	HSA	HRA
Other health plan allowed?	Only certain permissible coverage such as dental or limited purpose plan(s).	Yes
Tax benefits?	Contributions, earnings, and distributions for IRS-qualified medical expenses are tax-free.	Employer contributions and claim reimbursements are tax-free.
Can unused dollars rollover?	Yes. Funds always belong to the member.	Yes, funds rollover in accordance with the employer plan rules.
Access to funds after termination?	Yes. When a member terminates or retires, they continue to maintain ownership of their HSA.	When an employee terminates, they do not typically retain access to an HRA unless they elect COBRA continuation coverage.
Can account be used for retirement income?	Yes. After age 65, funds can be used for any reason without penalty, but will be taxed as income if not used for IRS-qualified medical expenses.	No

PEBP Plan Year 2025 Employer Contribution Amounts

Plan Year 2025 HSA/HRA Annual Employer Contribution	Consumer Driven Health Plan (PPO) HSA/HRA Account	Low Deductible Plan (PPO) HRA Account	Exclusive Provider Organization (EPO) HRA Account	Exclusive Provider Organization (EPO) HRA Account
Base Employer Contribution for Participant	\$600	N/A	N/A	N/A
One-Time Employer Contribution for State Active Employees	\$300 (EE) \$400 (E+C, E+S) \$500 (E+F)	\$300 (EE) \$400 (E+C, E+S) \$500 (E+F)	\$300 (EE) \$400 (E+C, E+S) \$500 (E+F)	\$300 (EE) \$400 (E+C, E+S) \$500 (E+F)
Total Employer Contribution Amount	Up to \$1,100	Up to \$500	Up to \$500	Up to \$500
Prorated supplemental contributions for all employer contributions apply after July 1, 2024.				

What's your safety net?

40%
NEVER
SAVE FOR FUTURE
HEALTHCARE
EXPENSES



30%
NEVER
CONSIDER
COSTS

HSA Bank Health & Wealth IndexSM 2019

What is an HSA Account:

It's a savings account dedicated for healthcare expenses.

You own the account. It's your money — for life.

It has three tax perks.



Pay less in taxes

1. You don't pay federal taxes on contributions to your HSA.*
2. Earnings to your HSA from interest and investments are tax free.
3. You don't pay taxes on distributions when used for qualified medical expenses.

Who can open an HSA?

- 1 **Not** covered by another type of health plan, including Medicare
- 2 **Not** covered by TRICARE
- 3 **Not** covered by Indian Health Services
- 4 **Not** receive medical benefits from the VA for non-service-connected disabilities in the previous three months*
- 5 **Not** claimed as a dependent on another person's tax return (except spouse's)
- 6 **Not** covered under a general-purpose healthcare FSA or HRA

*Title 38 of the United States Code, Section 101(17) defines "non-service-connected" as, with respect to disability, that such disability was not incurred or aggravated in line of duty in the active military, naval, or air service.

How Health Insurance and the HSA work together.



HSA Bank houses the funds and issues a debit card for medical expenses not covered by your insurance.

HDHP

COVERS certain preventive services before and after your deductible is met at no cost to you

COVERS illness or injury after your annual deductible is met

HSA

PAYS for qualified medical expenses before and after your annual deductible is met

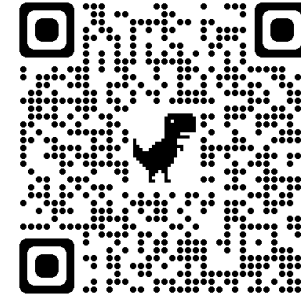
PAYS for qualified medical expenses not covered by your health plan throughout the year

IRS-qualified medical expenses

- Acupuncture
- Ambulance
- Artificial limbs
- Artificial teeth
- Birth control treatment
- Blood sugar test kits for diabetics
- Breast pumps and lactation supplies
- Chiropractor
- Contact lenses and solutions
- Crutches
- Dental treatments (including X-rays, cleanings, fillings, sealants, braces and tooth removals)
- Doctor's office visits and copays
- Drug addiction treatment
- Drug prescriptions
- Eyeglasses (Rx and reading)
- Fluoride treatments
- Fertility enhancement (including in-vitro fertilization)
- Flu shots
- Guide dogs
- Hearing aids and batteries
- Infertility treatment
- Inpatient alcoholism treatment
- Insulin
- Laboratory fees
- Laser eye surgery
- Medical alert bracelet
- Medical records charges
- Menstrual care products
- Midwife
- Occlusal guards to prevent teeth grinding
- Orthodontics
- Orthotic inserts (custom or off the shelf)
- Over-the-counter medicines and drugs
- Physical therapy
- Special education services for learning disabilities (recommended by a doctor)
- Speech therapy
- Stop-smoking programs (including nicotine gum or patches, if prescribed)
- Surgery, excluding cosmetic surgery
- Vaccines
- Vasectomy
- Vision exam
- Walker, cane
- Wheelchair

hsabank.com/QME

Eligible Medical Expenses



Amazon

Use your HSA Bank card to shop eligible health and wellness products.

[Shop now](#)



HSASore.com

Purchase Health Savings Account (HSA)-eligible products and services.

[Shop now](#)



GoodRx

Compare prices and save up to 80% on prescriptions.

[Find savings](#)

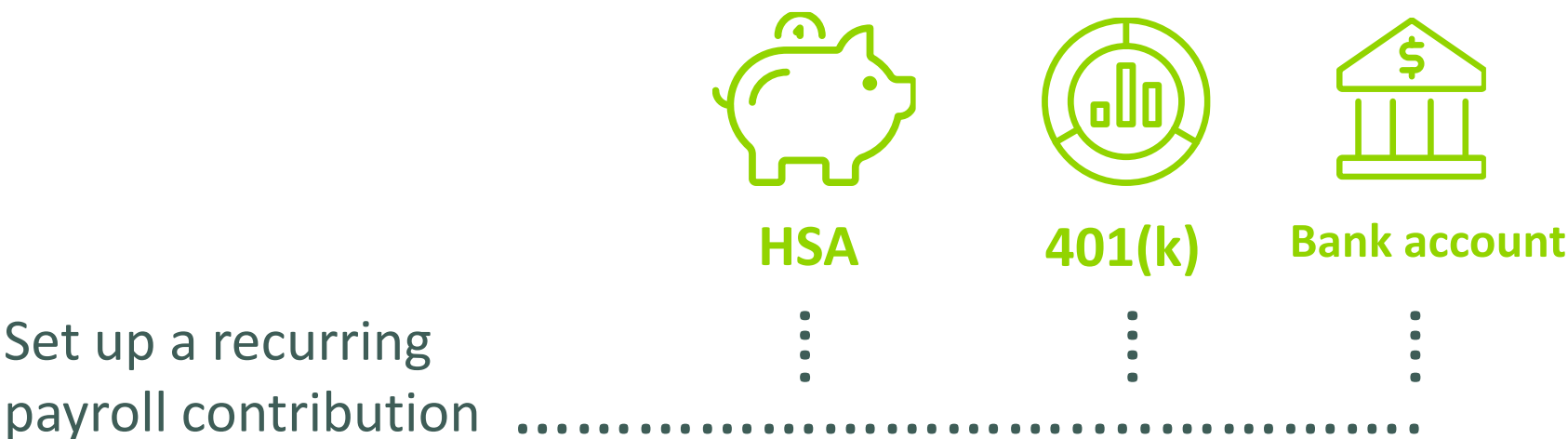


FSA calculator

A quick and easy way to figure how much to save for FSA-eligible expenses.

[Estimate your savings](#)

How to maximize your HSA



Annual IRS limits: hsabank.com/irs-guidelines

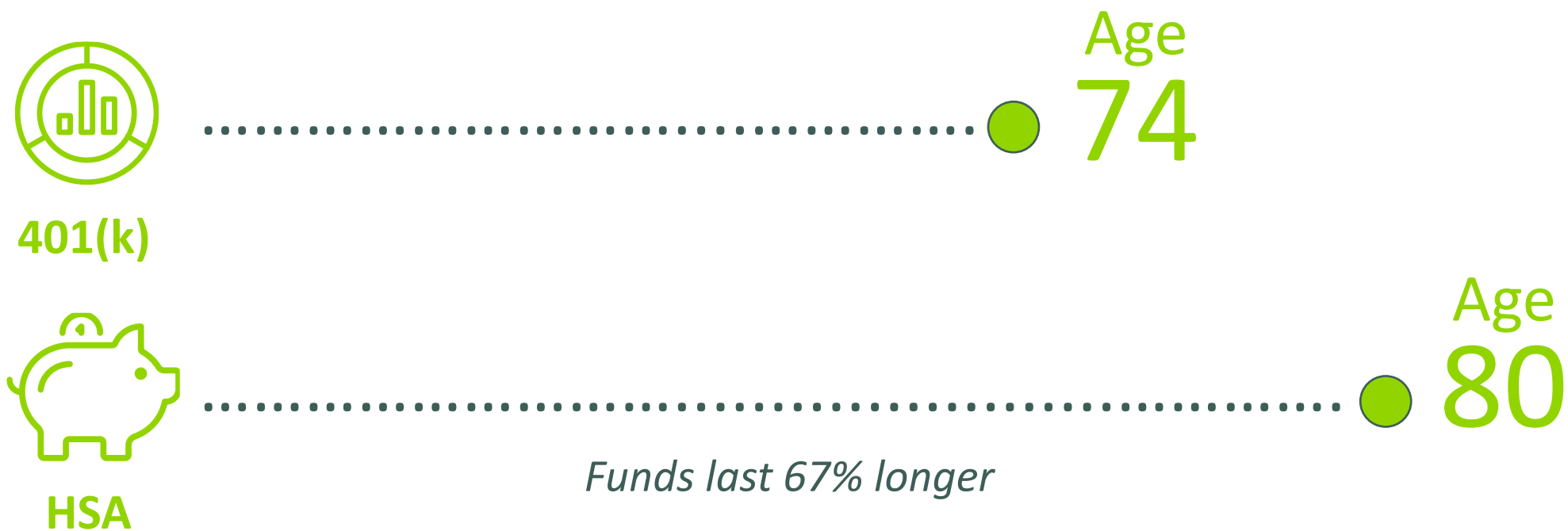
HSA Savings Calculator: hsabank.com/calculators

Let's compare the HSA to a 401(k) for retirement savings

	HSA	401(k)
Tax-free contributions	Yes	Yes
Tax-free growth	Yes	No (deferred only)
Tax-free withdrawals for IRS-qualified medical expenses	Yes	No
Ability to invest	Yes	Yes
Easy to withdraw funds	Yes	No
Required minimum distributions (RMDs) after age 73	No	Yes

Are you prepared?

Withdrawing \$5,000/year, starting at 65, from a \$50,000 balance:



Assumes 7% annual return, 25% tax bracket, and that distributions are used for healthcare expenses.

Adult children can benefit from an HSA



HSA Bank Self-Directed Investment Options

Devenir Guided Portfolio Self-Directed Investment Program

Leading HSA investment advisor

.....

Personalized recommendations

.....

Registered investment advisor (RIA)

.....

Good for new investors

TD Ameritrade Self-Directed Brokerage Option

Best-in-class tools and platform

.....

Flexibility

.....

Thousands of options

.....

Good for experienced investors

You may be required to keep a minimum balance in your HSA cash account to invest funds.
HSA Bank does not provide brokerage/investment services. Brokerage services are provided by TD Ameritrade, Inc., member FINRA/SIPC, and a subsidiary of The Charles Schwab Corporation. TD Ameritrade is a trademark jointly owned by TD Ameritrade IP Company, Inc. and The Toronto-Dominion Bank. Investment services are provided by Devenir. HSA Bank, TD Ameritrade, and Devenir are separate, unaffiliated companies and are not responsible for each other's services or policies. Your ability to replace losses in the investment account may be limited by the annual contribution limits of your HSA. Performance data and ratings represent past performance and are not a guarantee of future results. Neither HSA Bank, nor Devenir Group, LLC, the third party, can provide investment advice to you on this program. We recommend you speak with a licensed investment advisor or consult the prospectus should you have questions about any investment.

SECURITIES AND INVESTMENTS

Not Insured by FDIC or Any Other Government Agency	Not Bank Guaranteed	Not Bank Deposits or Obligations	May Lose Value
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Calculators

Health Plan Comparison Calculator

This plan comparison tool helps you to determine if an HSA is right for you. Simply enter some basic information about your health plan, and we'll provide you with the cost estimate of each plan.

HSA Contribution Calculator

Our simple calculator shows how much you are eligible to contribute to your Health Savings Account (HSA), as well as how much you should contribute each paycheck to reach the contribution maximum.

HSA Savings Calculator

Discover how much money you can save with an HSA. Enter some basic information and we'll provide a guide to measure hypothetical HSA tax savings and growth.

Get acquainted with
your new account at
HSA Bank

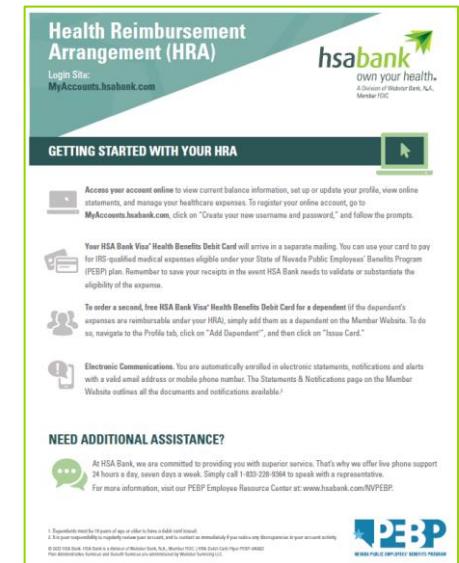


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HSA Bank welcome kits and debit cards

- Welcome kits and debit cards
- If you haven't received your welcome kit or debit card by July 15th, please call the Client Assistance Center at 1-833-228-9364.
- Additional cards can be ordered at no additional cost for Spouse or dependents 18yrs of age – must be added as an Authorized Signer



HSA Bank Member Website and Mobile App

<https://myaccounts.hsabank.com>



- Login as a “New User.”
- Check balances and manage account activity
- Order additional debit cards at no fee
- Establish account beneficiaries and set up any automatic payments
- Setup email & text notifications
- Access FAQ, resources and helpful videos



Customer Identification Program

HSA Bank contacts any accountholder being required to submit copies of the following within 90 days of account setup: additional forms of identification. Those accountholders must submit.

- **Social Security card • U.S. government-issued photo ID, such as a driver's license, passport, or visa, or state-issued ID card**

(Note: If the U.S. government-issued photo ID does not display a current address, a recent utility bill displaying the current address will also be needed.)

Identification can be submitted to HSA Bank by using one of the following methods:

- Email: hsaforms@hsabank.com
- Fax (Copy forms at 200% before faxing): 877-851-7041
- Mail: HSA Bank, P.O. Box 939, Sheboygan, WI 53082



CIP Follow-up Communications

HSA Bank will reach out to all accountholders who are required to submit additional forms of identification. The communication plan minimally consists of the letter frequency listed below and may include phone communications subject to availability.

Timeframe After Enrollment Letter

4 days	x
3 weeks	x

Account Funding and Distribution Options

Account Funding

- **Health Savings Account**

- Your PY25 employer contributions will be available after July 1, 2023.
- Payroll employee pre-tax contributions for PY25 are based on your pay center schedule and your contribution election amount.

	2024	
	Single Plan	Family Plan
Maximum Contribution Limit	\$4,150	\$8,300
Catch-up Contribution (55+)	\$1,000	\$1,000

Distribution Options

Debit card

- You'll receive a debit card within 10-14 business days from the date your enrollment has been processed.
- Payments are authorized at IIAS merchants.
- Use as debit or credit. If you use debit, you must set up a PIN.

Online transfers on the Member Website

- Link and verify your external personal bank account for direct deposit transfers.
- There are no distribution fees

Pay provider on the Member Website (HSA Only)

- You can select the UMR claim to pay the provider.
- Their payment check is typically mailed within 72 hours of request.

Designate a beneficiary

1

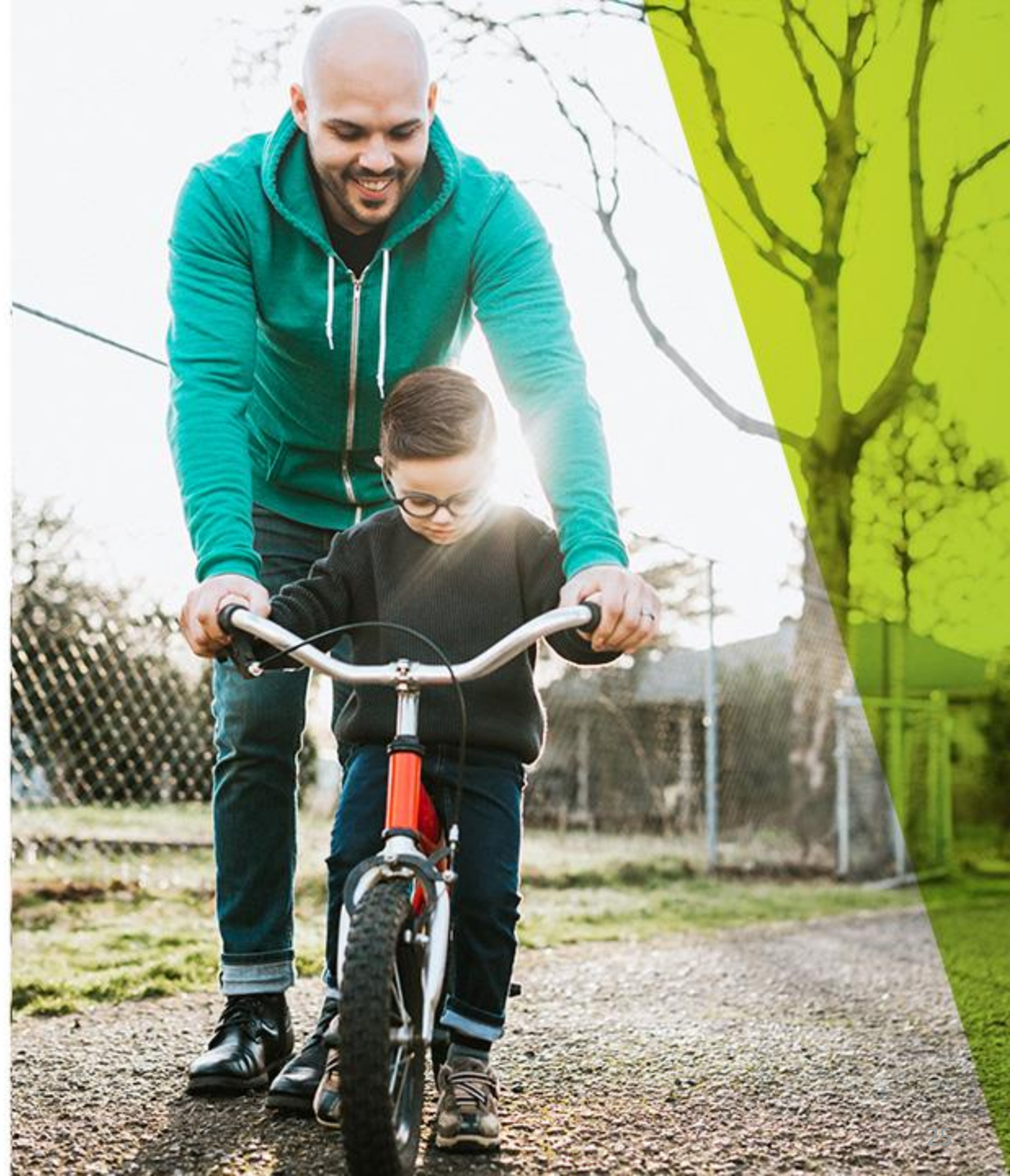
Your account transitions to your spouse if they're your beneficiary.

2

Your HSA will end on the date of your death if someone other than your spouse is your beneficiary.

3

If you're married and you designate a non-spouse primary beneficiary, you may need to submit a beneficiary form with the notarized consent of your spouse.



Communications and Resources



HSA Bank Member Communications

..... New accountholders

Welcome

Onboarding email series

Month 1

1-4 days after account opening
accountholders get notified their account is open and learn about next steps.

New account information

7-10 days after account opening
accountholders get their disclosures and account information in the mail.

Debit card

10-14 days after account opening
accountholders get their debit card.

Months 2 -4

30 days after account effective date
accountholders receive information on setting up their account online.

60 days after account effective date
accountholders learn how to plan their savings.

90 days after account effective date
accountholders learn to build savings for healthcare expenses.

PEPB Employee resource center

[HOME](#)[HSA RESOURCES](#)[HRA RESOURCES](#)[CALCULATORS](#)

Welcome to the PEBP Employee Resource Center

The employee resource center is your comprehensive resource on HSAs and HRAs including flyers, videos, FAQs, investments, tax information and more.

Bookmark this page!



hsabank.com/NVPEBP

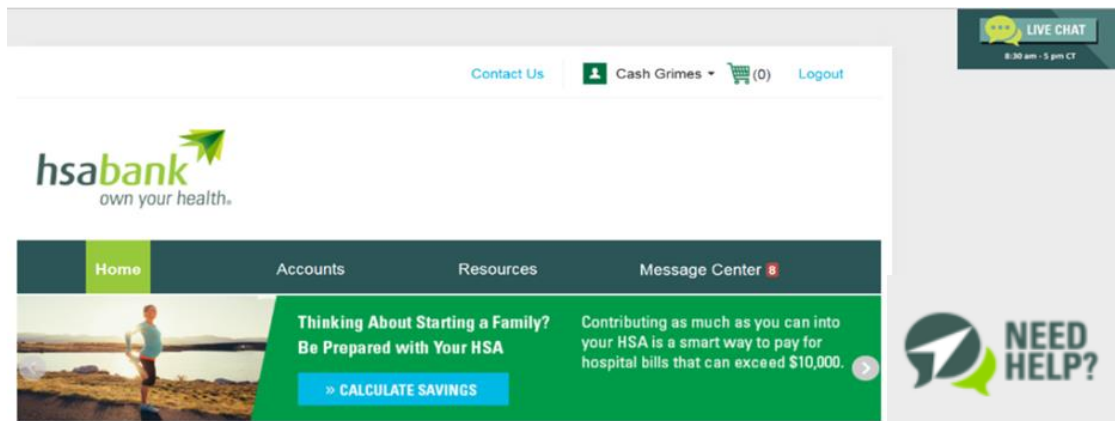
Customer Service

24x7 Live Customer Service:

- Consumers can call HSA Bank 24 hours a day, 7 days a week* to speak with a live representative **1-833-228-9364**

Live Online Chat:

- Online chat is accessible to consumers and employers via the HSA Bank secure portals
- Streamlined service experience helping members get answers quickly



HSAs for the Win! Live Educational Webinars

All times are Central Time

Click the link below or scan the QR code to register for an upcoming session!

HSA Bank Webinars

May 2024

Tuesday	Wednesday	Thursday
	1	2
9am CT: HSAs for the Win! 7	8	9am CT: Plan Selection Workshop 9
14	15 3pm CT: Getting to Know Your HSA	16
21	22	9am CT: HSAs for the Win! 11am CT: Investing Your HSA 23
9am CT: Getting to Know Your HSA 28	29	11am CT: HSAs and Medicare 30

HSA 104 – HSAs and Medicare

- When to stop HSA contributions
- Medicare enrollment implications
- HSA eligible expenses in Medicare

HSA 103 – Investing Your HSA

- HSA Bank investing options
- How to sign up for the investment account
- How to manage your HSA investments

HSA 102 – Getting to Know Your HSA

- Review HSA eligibility rules and eligible expenses
- Learn how to self-administer your HSA via HSA Bank's Member Portal



HSA 100 – Plan Selection Workshop

- Learn about insurance basics and which information to focus on when choosing your annual health plan
- Learn how to calculate your anticipated annual out-of-pocket expenses based on your chosen health plan

HSA 101 – HSAs for the WIN!

- Learn about HSA Basics
- Tax benefits and savings strategies
- How to use your HSA when planning for retirement

WEBINAR TOPICS

Questions ?



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Thank you!



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