

# HSA Solutions

More than just a savings account.

## Easy to Open

We offer both secure online enrollment and paper forms to make it easy for your employees to enroll. And there's no minimum balance requirement to open an HSA Solutions account.

## Simple to Access

Single sign-on account management creates a virtually paperless environment for your employees. They access their HSA dollars by making an online request for a distribution or by paying with their DirectPay Benefits Card. HSA deposits are held by nationally recognized banking custodians and are insured by FDIC.

## Easy to Manage

An array of mutual funds give employees competitive investment choices attractive to both novice and experienced account holders.

When HSA contributions reach sufficient levels, funds may be transferred to investment accounts to maximize returns. All banking and investment management can be done online.

Online investment fact sheets and prospectuses also are available, making it easy for account holders to research funds and manage investments.

## One Source, One Card, One Solution

We integrate HSA Solutions into your total pre-tax benefits package. Participants have online access to all their plans and balances, including investment options. And the DirectPay Benefits Card is always available for direct payment from a participant's HSA account.



## THE SAVINGS ADD UP. LET'S DO THE MATH.

The overall limits for 2010 are as follows:

### 2010 Maximum HSA Contribution

\$3050 for individual

\$6150 for families

(This contribution may be made regardless of the deductible amount.)

### 2010 Post-55 "Catch-Up" Limit

\$1000

(That's in addition to the maximum for those 55 and older.)

### High-Deductible Health Plan Requirements

2010 Minimum Deductible:

\$1200 self-only coverage

\$2400 family coverage

### 2010 Out of Pocket Maximum:

\$5950 self-only coverage

\$11,900 family coverage

An employee with an \$1200 deductible could put up to \$3050 into his HSA in the first year. That's almost three years' worth of deductibles in just a year!

Want more info?

[WorkableSolutions.com/HSAolutions](http://WorkableSolutions.com/HSAolutions)



[www.workablesolutions.com](http://www.workablesolutions.com)  
[sales@workablesolutions.com](mailto:sales@workablesolutions.com)  
Toll Free 800-946-6342

# HSA Solutions

## What you need to know:

### Who qualifies for an HSA?

- Anyone can qualify if they meet the following conditions:
- Under the age of 65
- Not claimed as someone else's dependent for tax purposes
- Not receiving Medicare or Social Security benefits
- Covered by HSA-qualified health insurance and NOT covered by any other type of health insurance EXCEPT the following:
  - Dental or vision insurance or a MedFlex FSA covering only dental and vision
  - Disease management and wellness program that don't have a significant medical component
  - FSAs or HRAs that pay for medical expenses only after the deductible has been met
  - Medical or Rx discount cards
  - Long term care insurance
  - Worker's compensation insurance
  - Disability insurance
  - Automobile Insurance (including medical coverage for accidents)
  - Insurance that pays a fixed amount for hospitalization
  - Insurance that covers a specific illness, such as cancer coverage
  - Travel insurance

### What are the reporting requirements for an HSA?

#### Account Holder

HSA account holders report information about their HSA when they file their individual income tax returns. Contributions to and distributions from HSAs are reported on Form 8889 and submitted as part of the tax return. Workable Solutions will provide account holders with Form 1099-SA reporting distributions made and Form 5498-SA reporting contributions made to the HSA during the tax year.

#### Employer Benefits of HSA Plans

##### • Reduced Premiums

You can reduce your insurance premiums substantially by switching to an HSA-compatible, high-deductible plan.

##### • Deliver More Benefit Dollars Directly to Employees

Instead of paying 100% of insurance dollars to a carrier, you can deliver some of those dollars directly to employees to use as needs arise.



## HSA Facts

1. An HSA can only be established in combination with an HSA-qualified insurance plan.
2. HSA contributions are from pre-tax dollars and can be made by an employer, an employee and/or a third party.
3. HSAs can "roll over" from year-to-year as tax-free savings.
4. HSA payouts for qualified expenses are tax-free.
5. HSAs are portable and are owned and controlled by the account holder. There is no "use it or lose it".
6. HSAs are inheritable. They are tax-free to the surviving spouse.
7. Employer contributions are excludable from the employee's income and are not subject to withholding from wages for income tax or subject to FICA or FUTA.
8. Employer contributions must generally share the same dollar amount or percentage of deductible for employees in the same class.
9. Contributions made through a MedFlex FSA must pass non-discrimination testing.
10. Since money put into an HSA can accumulate from year to year, it can also be used as a supplemental retirement account.