

# Health Saving Accounts (HSA)

## Open Enrollment Education



©2024 HSA Bank. HSA Bank is a division of Webster Bank, N.A., Member FDIC.  
Plan Administrative Services and Benefit Services are administered by Webster Servicing LLC.



# Meet the HSA Bank Team

## HSA Bank Presenters



**Ruth Pedroni**

Strategic Relationship Manager



**Monica Gracia**

Senior Client Services Manager

## PEBP Support

**PEBP HRA & HSA Resource Website**

**[hsabank.com/NVPEBP](https://hsabank.com/NVPEBP)**

**Client Assistance Center**

PEBP Employee Support

1-833-228-9364



# What is an HSA? And how does health insurance and the HSA work together?



## 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



## USING YOUR HSA

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

# 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.

# Comparing HSAs and HRAs

	Health Savings Account (HSA)	Health Reimbursement Arrangements (HRA)
Who "Owns" the Account?	Member	Employer
Account Overview	<b>Member-owned bank</b> account that allows members to pay for IRS-qualified, out-of-pocket healthcare expenses.	<b>Employer-funded</b> , tax advantaged arrangement which reimburses employees for IRS-qualified, out-of-pocket healthcare expenses.
Who can contribute to the account?	Member, Employer, third party (i.e., spouse, parent, etc.)	<b>Employer only</b>
How are funds accessed?	Distributions for IRS-qualified healthcare expenses are not taxable* Debit card** Request for distribution (paper) Online bill-pay	Limited to IRS-qualified healthcare expenses per plan design. Debit card** Claim - request for reimbursement or bill pay
Substantiation of expenses	<b>Member ( not required for payment)</b>	Third party (required for payment unless auto-substantiated)
Must have a health plan?	<b>Yes, - a qualified High-Deductible Health Plan (HDHP)</b> whether through employer or not	<b>Yes, an HRA must be integrated</b> unless limited to specific purpose benefits such as vision and dental

# Comparing HSAs and HRAs

	Health Savings Account (HSA)	Health Reimbursement Arrangements (HRA)
Other health plans allowed?	Only certain permissible coverage such as dental or limited purpose plan(s)***	Yes
Tax benefits?	Deposits, earnings and distributions for IRS-qualified healthcare expenses are tax -free	Employer contributions and claim reimbursements are tax-free.
Can unused dollars rollover?	<b>Yes- Funds always belong to the member.</b>	If allowed per employer plan rules.
Access to funds after termination?	<b>Yes</b> , 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?	<b>Yes, after age 65</b> , funds can be withdrawn for any reason without penalty but will be taxed as income of not used for IRS-qualified-healthcare expenses.	No

# PEBP Plan Year 2026 Employer Contribution Amounts

Plan Year 2026 HSA/HRA Annual Employer Contribution	Consumer Driven Health Plan (PPO) HSA/HRA Account	Low Deductible Plan (PPO)	Exclusive Provider Organization (EPO)	Health Plan of Nevada (HMO)
Base Employer Contribution for Participant	\$700	N/A	N/A	N/A
Employer Contribution for Dependents	\$200 up to three dependents	N/A	N/A	N/A
Total Employer Contribution Amount	Up to \$1,300	N/A	N/A	N/A
Prorated supplemental contributions for all employer contributions apply after July 1, 2025.				





# How to save in your HSA

1

**Recurring  
contributions**

2

**One-time  
contribution**

3

**Use your  
premium savings**

4

**Yours  
forever**



# What can an HSA do for YOU?

# 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.**

\*Earnings are exempt from federal taxes. Most states do not tax HSA earnings. However, state tax treatment varies. Please consult with a tax advisor or the state department of revenue for more information.

# Using your HSA for IRS-qualified healthcare expenses

[hsabank.com/QME](https://hsabank.com/QME)

- 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



# IRS-qualified healthcare expenses



**Amazon**

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

[Shop now](#)



**HSAStore.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](#)

# IRS Contribution Limits

2025



**SINGLE  
PLAN**



**FAMILY  
PLAN**

Maximum  
contribution limit

**\$4,300**

**\$8,550**

Don't have an HSA to take advantage of the catch-up contribution? Click the link below to open an account:

[Open a Health Savings Account](#)

## Did you know?

If you're 55 or older, you may be eligible to make a catch-up contribution of an extra **\$1,000** per year. Your 55 or older eligible spouse can also add an extra **\$1,000** into their own HSA!

# Adult children or a domestic partner can benefit from an HSA





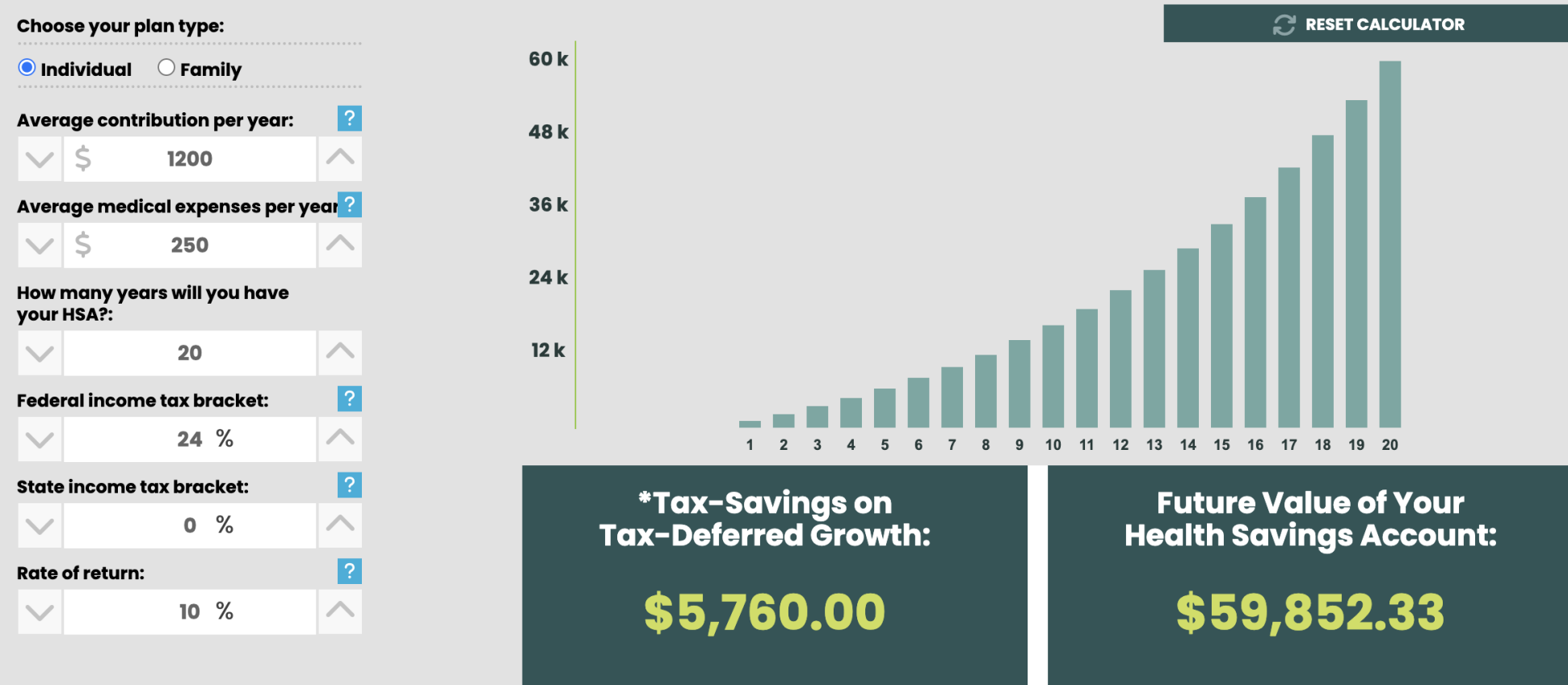
# Retirement Reality

A healthy 65-year-old couple retiring today can expect to spend hundreds of thousands on healthcare.

1. RBC Wealth Management reports the projected lifetime healthcare cost of a 65 yr. old is \$404,253
2. Fidelity states a 65 yr. old would need around \$300,000 excluding long-term care (LTC)
3. Employee Benefit Research Institute states a 65-yr. old should earmark \$325,000



# HSA Savings Calculator



# HSA Invest



# The HSA Invest experience

1

## **Integrated experience**

Fully manage investments alongside your HSA cash balance from your online account and app.

2

## **Immediate enrollment**

Enrollment in HSA Invest at any time — even before meeting the investment balance threshold.

3

## **Personalized investment options**

Three investment options offer greater personalization and address different risk tolerances and objectives.

*Money remains in the HSA cash balance until it's invested, so it's available for IRS-qualified healthcare expenses.*

---

## **Immediate funding & trading**

When you're ready to invest there's no lag time between selecting investments, and those buys being completed. And there's same-day trading. Plus, there's an auto funding feature so new funds go directly to investments.

---

# Personalized investment options



## Choice

A brokerage experience with a large range of stocks, mutual funds and exchange-traded funds (ETFs).



## Select

A recommended list of mutual funds specific to an investor's unique risk tolerance and investment objectives is provided based on a risk-tolerance questionnaire (RTQ).




## Managed

Investments are fully managed by a registered investment advisor (RIA). Investors complete an RTQ, then the responses are used by the RIA to manage investments on an ongoing basis.

**Get acquainted with  
your new account  
at HSA Bank**



# Account access delivered directly to you



## HSA Bank welcomes you!

You have the opportunity offered by your employer to open a Health Savings Account (HSA) through HSA Bank. Discover why HSA Bank is a trusted financial healthcare partner.

### What is an HSA?

HSAs work together with HSA-compatible health plans. The health plan is used to cover serious illness or injury, while the HSA is used for current or future expenses that are not paid by the health plan. Try our online calculating tools located at [www.hsabank.com/calculators](https://www.hsabank.com/calculators), to learn more about HSAs and if one is right for you.

### What are the advantages of an HSA?

- **Funds roll over annually**  
There is no "use it or lose it" philosophy. If you don't use it, save it for next year. Or even for retirement.
- **Tax advantages\***  
Contributions can be made pre-tax or post-tax, distributions for eligible expenses are tax-free and earnings grow tax-deferred.
- **You own the account**  
Even if your HSA-compatible coverage ends, you can still use your HSA funds tax-free for eligible healthcare expenses.
- **Long-term investment opportunities**  
HSA Invest ([www.hsabank.com/investments](https://www.hsabank.com/investments)) offers three investment options — Choice, Select and Managed — to give you thoughtfully chosen securities that are aligned to your HSA and relevant to your financial objectives.
- **You're in charge**  
You choose when to use your HSA or pay out of pocket.

---

Welcome Kit

---

Debit Card

Verifying your identity

# Welcome kit

- 1 Account number
- 2 Account overview
- 3 Custodial Agreement and Disclosures
- 4 Fee & Interest Rate Schedule
- 5 Privacy and Opt-Out Notice

# 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 additional phone communications.

Timeframe after enrollment	Letter
2 weeks	X
5-7 weeks, if needed	X



# Valid forms of identification

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

- 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 utility bill from within the last 3 months displaying the current address will also be needed.)

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

**Online:** Log in to your HSA Bank account. If you haven't created your username and password yet, please do so at **hsabank.com** and then log in. Next, select Resources from the left navigation, and in the Secure Document Upload section on the right, click Upload.

**Email:** hsaforms@hsabank.com

**Mail:** HSA Bank, P.O. Box 939, Sheboygan, WI 53082

# Account management tools

## Online Account

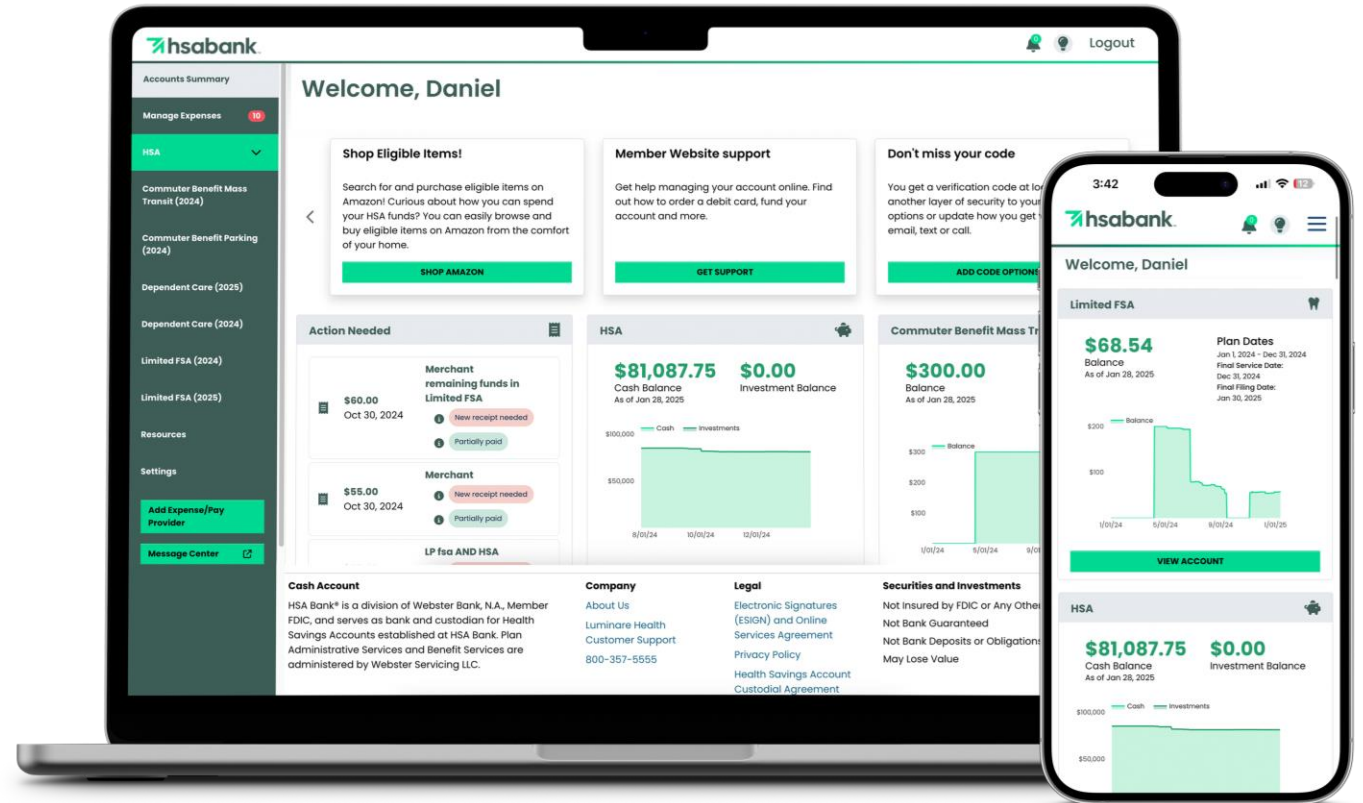
Provides 24/7 account information

Sign up at:

<https://myaccounts.hsabank.com>

## HSA Bank Mobile

24/7 Real-time access  
for all account needs



Samsung Pay

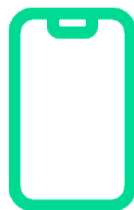
# Multiple payment options



## MULTI-ACCOUNT DEBIT CARD

### Auto-substantiation features

- IIAS – Real-time substantiation as 98%+
- Copay matching
- Recurring expenses are identified by the system and auto-approved



## MOBILE



## SELF-REIMBURSEMENT

A screenshot of the HSA Bank web interface showing the "Create expense" form. The form includes fields for Merchant/provider, Amount (\$0.00), Date of expense (01/22/2025), Recipient (DANIELHA WHSA), and Expense category (Medical, Dental, Vision, Pharmacy). It also has a "Receipt" section with a file upload area and a "Comment" field. The form is set to "Reimburse myself" and "Send payment to: DANIELHA WHSA". The interface includes a sidebar with navigation options like Summary, Transaction Activity, Manage Investments, Manage Expenses, Contributions, Contribution Planner, Resources, and Settings. The bottom of the form has "Cancel", "SAVE EXPENSE", and "SUBMIT" buttons.



# Using your debit card securely

Transactions are limited to your current balance.

---

Funds should be used for qualified medical purchases.

---

\$10,000 daily distribution limit when you use your card with a signature.

---

\$300 daily distribution limit for ATMs.

---

Seven-transaction daily maximum with a signature and three-transaction daily maximum with PIN per type.

# IRA rollover

One time contribution

---

Contributes to annual max

---

Great way to front load your HSA



# Checklist

Educate yourself.

---

Contribute to your HSA up to the IRS maximum limit each year.

---

Try not to spend your HSA dollars during your working years; pay out of pocket instead.

---

Consider investing.

Treat your HSA like a retirement account.

---

Make an additional \$1,000 catch-up contribution to your HSA each year starting at age 55.

---

Check that you've assigned beneficiaries on your online account.

# PEBP 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!



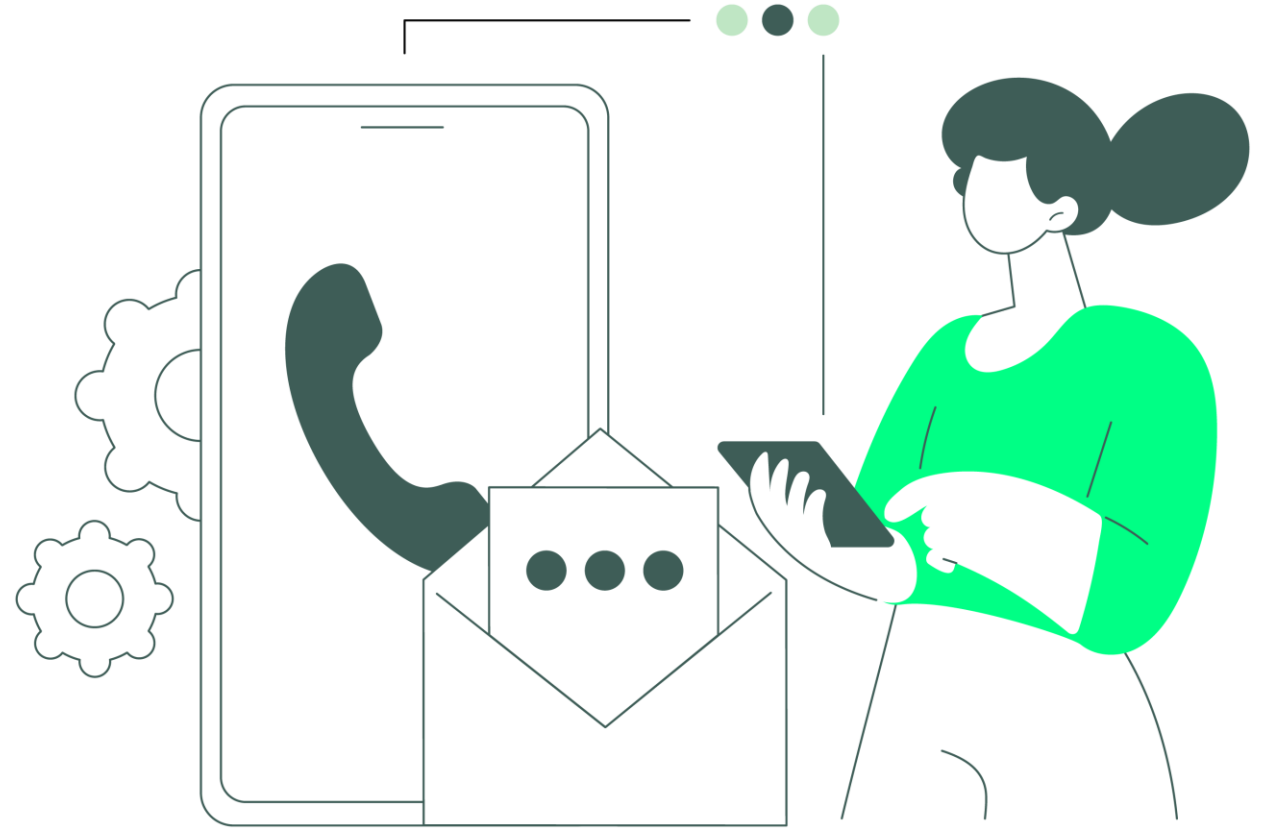
# Client Assistance Center

Available 24 hours a day, 7 days a week:

**English:** (833) 228-9364

**Spanish:** (866) 357-6232

**Email:** [askus@hsabank.com](mailto:askus@hsabank.com)



# Onboarding success

Register for an upcoming session!

## HSA Webinars

### HSA 100: Plan Selection Workshop

- Learn the essentials of choosing the right health plan
- Learn how to “do the math”
- Live demonstration

### HSA 101: HSAs for the Win!

- Learn how to self-administer your HSA via HSA Bank’s Member Portal
- Learn important features of your account, debit card, and our account verification process

### HSA 103: Investing Your HSA

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

### HSA 104: HSAs and Medicare

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

**SECURITIES AND INVESTMENTS**

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

Webinar calendar invites will be sent to all attendees following the end of this presentation.



# Thank you

