

# Health Savings Account

"Can a health savings account protect the health of my employees while also reducing costs for my company?"

**It's the benefit of knowing.**

SelectAccount®

# Ready to tackle runaway health care costs?

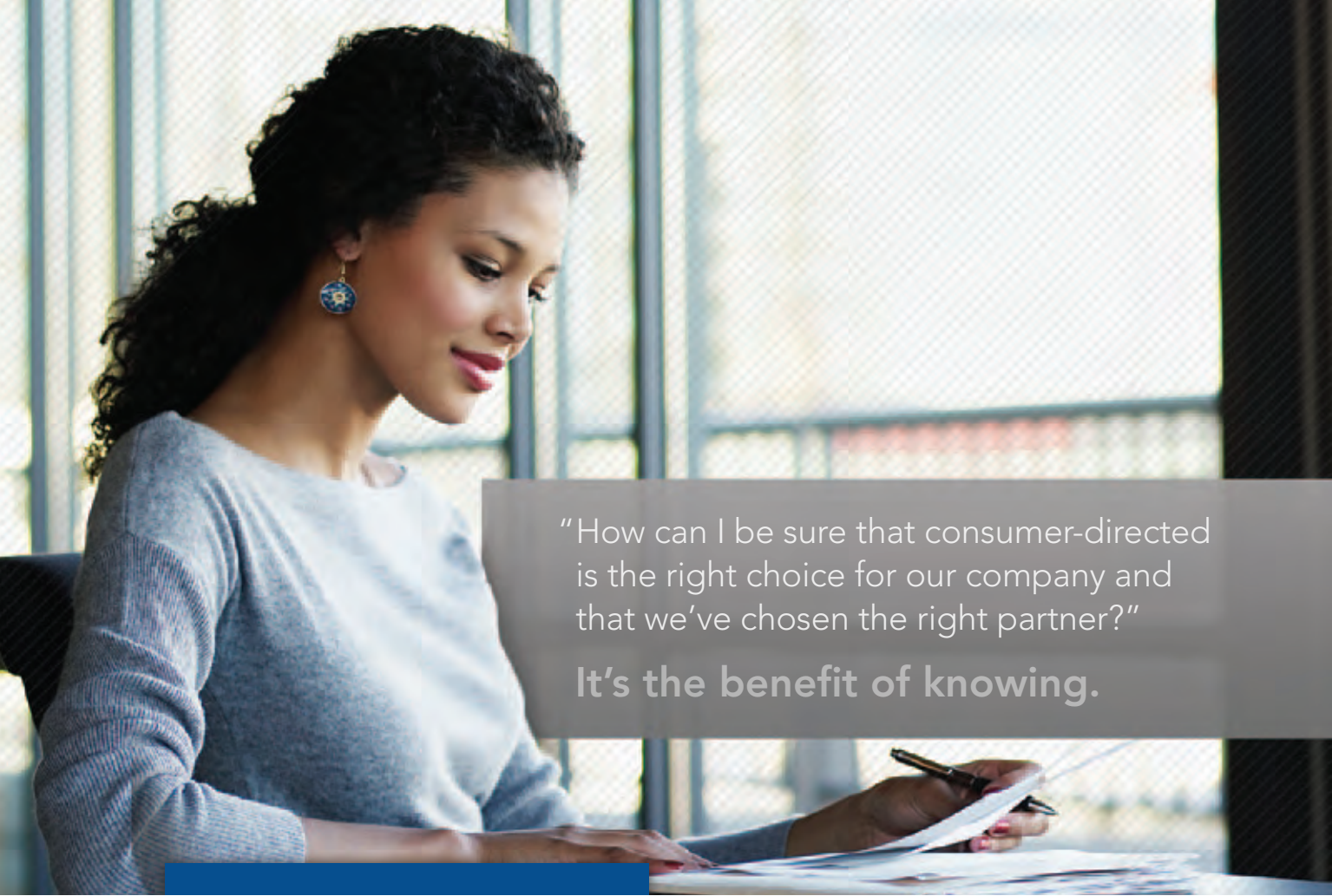
As an employer, you want to do right by your employees. That includes providing adequate health coverage and giving them the tools to plan for and safeguard their future. But with the state of health care in constant change, and costs continuing to skyrocket, it's time to consider a consumer-directed health plan.

Consumer-directed health plans and, in particular, health savings accounts (HSAs) have proven to lower health care spending for employers while encouraging employees to make wise use of their health care dollars. As a result, HSAs have continued to grow, despite broad sweeping health care reform and a deep recession.

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**In 2010, HSA deposits reached a milestone \$11.3 billion and the number of accounts totaled 6.6 million.\***

*\*According to the Consumer Driven Health Care Institute*



“How can I be sure that consumer-directed is the right choice for our company and that we’ve chosen the right partner?”

**It’s the benefit of knowing.**

## Does it really work?

If you’re wondering whether HSAs really work, consider that people enrolled in consumer-directed health plans:

**Spend 5-7 percent less on health care** than people enrolled in a traditional health plan, and 6-9 percent less on pharmaceuticals.<sup>1</sup>

**Spend 50 percent less on premiums** than people in traditional plans.<sup>2</sup>

**Are more engaged in their health, using** tools and information that help them understand the cost of health care services, and are more likely to ask health care providers for this information.<sup>3</sup>

SelectAccount has the expertise in medical spending accounts to help you implement an HSA that will make your employees happy, while helping your company tackle runaway health care costs.

# The benefit of choosing SelectAccount

Health care is in our DNA. It is, and has always been, our sole focus. You'll realize the benefits of this in our:



Hassle-free account administration including convenient online account management features for your employees.



Robust communication tools to help your human resources or benefits staff manage the HSA and educate employees.



Consistent, industry-leading interest rates on account balances.



Administrative fee options that let you choose between lower monthly fees or higher interest rates.



No hidden bank fees.



Knowledgeable service and account management teams.

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# The choice is yours

SelectAccount allows you to choose from three account options.

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## 1: Thrift Saver

Features low administrative fees and lower interest rates.

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## 2: Basic Saver

Features moderate administrative fees and interest rates that are higher than Thrift Saver.

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## 3: Premium Saver

Comes with a higher administrative fee, but also delivers the highest interest rates of the three options.

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### A company you can count on

There are few guarantees in life or in business. But when it comes to choosing an HSA for your company, you can count on the following:

Employee savings on Federal, State and FICA taxes (in most states)

Tax savings for your company

Greater employee accountability for health care spending

Greater individual control over health care dollars

# Get to know your HSA

An HSA is a unique financial account that works with a high-deductible health plan. It helps your employees pay for health care expenses now, or save for the future.

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## Did you know?

### Seamless account stacking

Did you know that SelectAccount excels in working with multiple spending accounts? Our separate, yet integrated, account stacking process makes it easy to integrate an HSA with any existing accounts you offer, such as a flexible spending account (FSA).

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## How it works



### Contribution

You and your employees can contribute to the account. Remember, in most states all contributions are tax free and will reduce the amount of payroll tax you pay, along with the taxable income for your employees.



### Care

Employees use their health benefits, per your health plan and benefit design.



### Withdrawal

As health care expenses are incurred, employees can use the money in the HSA to pay for these expenses. Making withdrawals is fast and easy, and your employees do not pay any tax or penalty on withdrawals for eligible expenses.

# Save vs. spend?

Your SelectAccount HSA can be a valuable savings tool for your employees, particularly if they elect automatic payroll deduction for ongoing contributions. This makes it easy for employees to build up their balance and earn tax-free interest on the unused dollars.

As employees start building their account balances, they will become more aware of, and accountable for, how they spend those dollars. SelectAccount has the expertise and tools to help you educate your employees so they become savvy health care consumers who take care of their health and make wise use of their health benefits.

## HSA Minimums and Maximums

	Minimum Deductible		Maximum Out-of-Pocket		Maximum Contribution	
	2011	2012	2011	2012	2011	2012
Single	\$1,200	\$1,200	\$5,950	\$6,050	\$3,050	\$3,100
Family	\$2,400	\$2,400	\$11,900	\$12,100	\$6,150	\$6,250
55+ Catch Up					\$1,000	\$1,000

# Fast, convenient reimbursement

At the end of the day, your employees want to know that they'll get reimbursed quickly and easily when they have health care expenses. SelectAccount offers reimbursement options that fit the bill.



## Debit Card

The debit card is the ultimate in HSA reimbursement because it gives members real-time access to their account dollars. Employees use the debit card to pay for expenses just as they would use a bank debit card.



## Online Reimbursement Requests

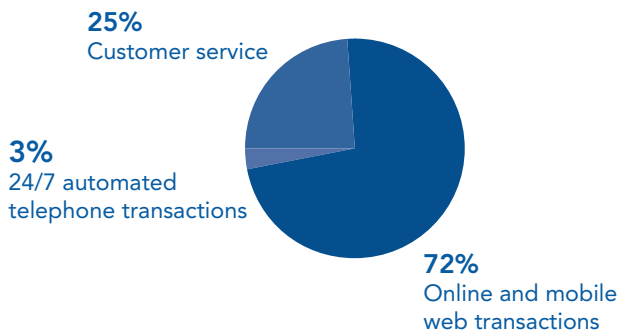
Your employees also have the option to sign up for direct deposit and request reimbursement from their HSA through our secure online member service center at [www.SelectAccount.com](http://www.SelectAccount.com). This makes getting their money fast and easy.



“I want health care to be convenient and easy to understand.”

It's the benefit of knowing.

## Easy access to information and expertise



At SelectAccount, we're committed to making consumer-directed health care easier for you and your employees. That's why your employees will be able to access their account information and our customer service team in several ways, allowing them to choose the method that works best for their schedule and lifestyle.

*SelectAccount currently manages more than 2,000 customer interactions each day through our online member service center, automated telephone system, and traditional customer service representatives.*



"I want a partner who understands that I'm not an HSA expert. I wear many hats at work and I need help to make this a success for my company."

**It's the benefit of knowing.**

## How we'll work with you

We know your job is far from easy, so we strive for simple administration and adhere to a **hassle-free partnership promise**. That means we guide you through all the choices you need to make to get your company's HSA up and running. Here's what you can expect when you do business with SelectAccount:

- 1:** We'll start by walking you through decisions that need to be made to ensure you're getting the best plan design for your business and your employees.
- 2:** We'll create a seamless enrollment experience for your company before and during open enrollment: from setting up the transfer of employee enrollment data to opening employee accounts, establishing employer funding of the account, distributing debit cards, and educating your employees about their new HSA.
- 3:** After your enrollment is complete, we'll work with you to manage your account throughout the year. Whether you need help enrolling new members mid-year, have questions about your last contribution or want to know how the latest legislative changes affect your employees; we have your back.

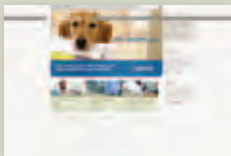
# Personal support, when you need it most

Let's face it. Health care financing can be confusing. We get that, and will put our internal expertise to work to help you and your employees better understand their HSA and how it works.



## Education

SelectAccount offers communication tools that help you educate your employees and keep them engaged in using their HSA over time.



## Service

Your employees will have 24/7 access to account information through our online member service center, [www.SelectAccount.com](http://www.SelectAccount.com). The online member service center allows employees to quickly access their funds, view their account balance and transactions, update their profile, and much more.



## Management

Your benefits team can manage your HSA and employee information through our online group service center.

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**HSA account holders consistently give SelectAccount  
a satisfaction rating of more than 90 percent.**

# SelectAccount®

It's the benefit of knowing **SelectAccount**



To discover how SelectAccount can make consumer-directed health care work better for your company and your employees call or visit us online.

**[www.SelectAccount.com](http://www.SelectAccount.com)**

**1-888-460-4013**