

Health Savings Accounts



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HEALTH SAVINGS ACCOUNTS

A Health Savings Account (HSA) is a great way to help you control your healthcare costs. It works in conjunction with a qualified High Deductible Health Plan (HDHP) to combine tax-free savings earmarked for qualified medical expenses. An HSA allows you to set aside money to pay for higher deductibles associated with a lower monthly premium HDHP. The money you save in monthly insurance premiums is reserved for eligible medical expenses you incur in the future. Eligible expenses include things like co-pays and deductibles, prescriptions, vision expenses, dental care, therapy and medical supplies.

HIGHLIGHTS

- Balances roll over from year to year and earn interest along the way.
- Portable – you keep it even after you leave employment.
- Tax advantages – invest money in mutual funds to grow your tax savings for either future healthcare costs or retirement.
- Pay for expenses with a benefits debit card that gives you immediate access to your money at the time of purchase.
- Expenses also can be reimbursed through our online portal, online bill pay directly to your provider or submitting a distribution request form.
- Receipts are not required for reimbursement but be sure to save them for tax purposes.

HSA RESOURCES

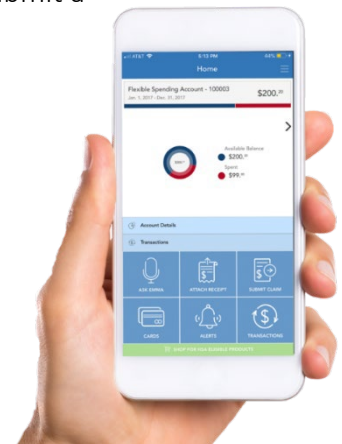
ONLINE HSA PORTAL

Health Savings Account participants can log in to their online HSA portal to access account balances, check on claims, upload receipts and access other account details. Visit <https://ffga.com/individuals> to login or set up your account.

FF FLEX MOBILE APP

Managing your benefit accounts on the go is made easy with *FF Flex Mobile App*. This powerful, intuitive mobile application gives you access to view your account balances, update your profile, submit a claim and much more – right from your Android or Apple device.

- Request distributions
- Invest in HSA funds
- Make additional contributions
- Pay a provider or pay yourself
- Download tax forms



Comparing HSAs & FSAs

Differences in HSAs and FSAs



Health Savings Accounts (HSAs), and Flexible Spending Accounts (FSAs) are common types of reimbursement accounts offered by First Financial Administrators, Inc. These accounts allow you to set aside money for qualified medical expenses, while reducing your overall tax burden.

However, there are significant differences between an HSA and a FSA. With an HSA, you own the account and can take it with you wherever you go, with funds that you can't lose. Also — unlike a FSA — your funds are generally available in your account only as contributions are made, instead of from the beginning of the plan year.

HSA	FSA
ELIGIBILITY REQUIREMENTS	
<p>Must have qualified HDHP and no other disqualified health plan.</p> <p>Cannot be covered under a traditional FSA or spouses traditional health plan.</p> <p>Can not be enrolled in MediCare.</p>	<p>No FSA specific eligibility requirements.</p>
YEARLY CONTRIBUTION AMOUNTS	
<p>\$3,550 Individual, \$7,100 Family (2020). Employee and employer contributions both count towards the limit.</p>	<p>IRS limit of \$2,750 Per FSA (2020). Limits are set by the employer</p>
AVAILABILITY OF FUNDS	
<p>Funds are available as contributions are made.</p>	<p>The full election amount is available on the first day of the plan year.</p>
CHANGING CONTRIBUTION AMOUNTS	
<p>Contributions can be changed at any time.</p>	<p>May be adjusted at open enrollment or with a qualifying life event in employment or family status.</p>
ROLLOVER	
<p>Any unused balance always rolls over to the next plan year.</p>	<p>FSAs are “use it or lose it” and you forfeit any unused balance at the end of the plan year. Your employer may opt to allow a 2 1/2 month grace period to submit charges made in plan year or allow a \$500 rollover allowing you to use funds up to \$500 for expenses in the new plan year.</p>

HSA	FSA
PORTABILITY	
It's your account. You can take it with you wherever you go.	You will lose your FSA with a change in employment.
EFFECT ON TAXES	
<p>Contributions may be taken out of your paycheck pre-tax. Growth and distributions for qualified expenses are tax free or be made on the portal with after-tax contributions.</p> <p>Tax deduction on taxes at end of year.</p>	<p>Contributions are taken out of your paycheck pre-tax. Distributions are tax free for qualified expenses.</p>
DOCUMENTATION	
You are responsible to maintain documentation in case of an IRS audit.	You will be requested to provide documentation to substantiate the expense.
TAX DOCUMENTS	
<p>1099-SA distributions will be sent to you by January 31.</p> <p>5498 Contributions will be issued in May.</p>	Reported on W-2.
INVESTMENTS	
Investment options available once you have accumulated over \$1,000. Investments can be made online by logging into the secure portal at www.ffga.com .	No investment options
DISTRIBUTIONS	
Any distribution amount not used exclusively to pay for qualified medical expenses is included in your gross income and may be subject to an additional 20% tax.	Expenses must be incurred during the plan year.



For more information call
 (866) 853-3539 or visit www.ffga.com.