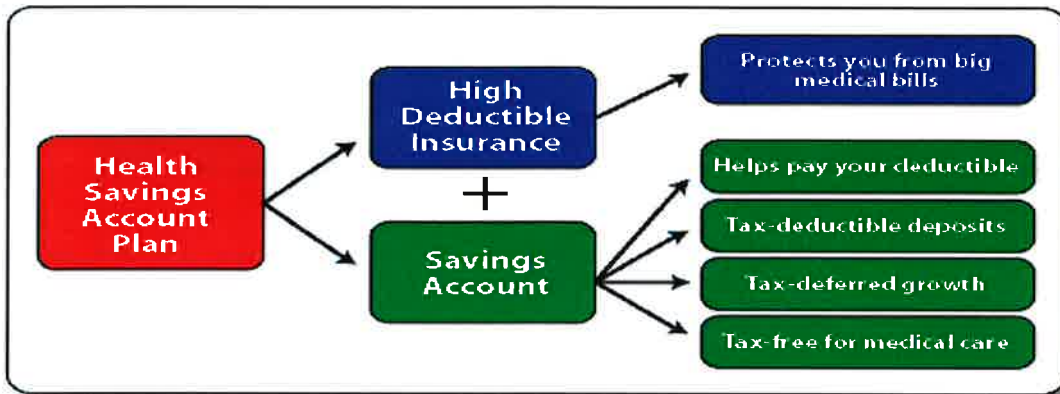


Health Savings Account (HSA)

Health Equity

What is a Health Savings Account?

An HSA is a tax-free saving account that works with a Qualified High Deductible Health Plan to help you pay your insurance deductible and qualified out-of-pocket medical expenses.



Benefits of a Health Savings Account

- ✓ Tax deductible contributions to your savings account
- ✓ Tax free through payroll deductions
- ✓ Tax free dollars to pay for qualified medical expenses
- ✓ Tax free growth of your investment
- ✓ **Keep the savings you don't use**
- ✓ Lower Insurance Premiums
- ✓ Supplement Retirement – in retirement years (after age 65) your Health Savings Account can be used for non-medical expenses without a penalty, just taxes
- ✓ Take the plan with you if you change jobs

Eligibility of a Health Savings Account

- ✓ You have to be covered under the Lumenos 1658 2800/80 plan
- ✓ **Not covered by any other health plan, including spouse's insurance**
- ✓ Not covered by a medical FSA, including a spouse's FSA (Can enroll in Limited Health FSA)
- ✓ Not enrolled in Medicare or Tricare
- ✓ **No Veteran's health benefits received in the past 90 days** (unless that care was preventive, dental, vision or care related to a service connected disability)
- ✓ Not claimed as a dependent on another person's tax return

HSA Tax Free Withdrawals

- ✓ All qualified expenses as defined by IRS publications 969 and 502
- ✓ Eligible medical expenses (Doctor bills, prescriptions, hospital visits, lab tests)
- ✓ Generally anything therapeutic that returns you to a normal state of health
- ✓ Eyeglasses, contact lenses, contact lens solution, Lasik eye surgery
- ✓ Dental Expenses: cleanings, braces, crowns, and fillings
- ✓ Qualified Long Term Care, COBRA and health care coverage while receiving unemployment compensation
- ✓ Medicare eligible may pay Employer-sponsored health premiums and Medicare premiums
- ✓ Cannot use Health Savings Account Money for Medigap Premiums
- ✓ Cannot reimburse yourself for current Anthem group plan premiums deducted from your paycheck

Employees will pay the cost of \$2.35 per month for administration.