



A Health Savings Account (HSA) offers you a very manageable way to take control of your health investments. It puts all of the financial incentives in the right place to help you make healthier lifestyle choices, better health care-related financial decisions, and allows you to invest and save money for future medical needs.

REASONS TO LOVE AN HSA

1. HSAs fund health care needs

The HSA is a savings account (that is paired with high-deductible PPO health plan) that holds pretax dollars in a fund for future medical needs, and can be used to meet the plans annual deductible.

2. HSAs utilize pretax funds

Your contributions to the HSA, through The Company, are contributed to the account before taxes are taken out. Because of this, your taxable income can be decreased, so fewer taxes need to be paid out.

3. Employee contributions for HSAs are generally less than other medical plans

High-deductible health plans generally have much lower premiums (i.e. employee contributions) than traditional HMO and PPO plans. This is especially apparent if you pay the premiums all year long but don't go to the doctor or utilize medical services very often.

4. HSA Accounts are portable

If you switch jobs, the HSA account follows. Additionally, you do not lose unused funds at the end of the year.

5. HSAs offer more coverage options

Unlike typical HMO and PPO plans that have a set list of medical products or services that are covered, HSAs allow many additional health-related expenses. So doctor visits, hospital expenses and prescriptions are covered, but coverage also extends to some over-the-counter drugs with a prescription, dental and vision services, and certain "non-traditional" treatments such as acupuncture.

6. HSAs allow negotiating power to secure discounts on medical services

With an HSA you have the option to negotiate pricing on many medical services, which can lead to substantial savings. For example, imaging services can vary widely in price depending on location and payment method. An MRI, for example, can cost anywhere from \$400 to \$1,800 for the exact same service.

7. HSAs create financial awareness of health care expenses

Because the HSA is a cash account, controlled by you, you are encouraged to think about whether a particular expense is really worth it or if a cheaper alternative (like a generic medication instead of name brand) might work just as well.