



Brandeis University

Health Savings Plan & High Deductible Health Plan

PRESENTATION	SPEAKER
Welcome	Brandeis University Human Resources
Exploring the benefits of an HDHP and HSA	Matthew Greeke, Fidelity Investments
Brandeis University High Deductible Health Plan	Ann Ferencik-Wright, Point32Health
Q&A	Fidelity and Point32Health

Exploring the Benefits of an HSA-Eligible Health Plan and HSA



AGENDA



**HSA-Eligible Health
Plans and HSAs**



**Reasons to Consider
an HSA-Eligible Health
Plan and HSA**



**Using the
Fidelity HSA®**



Next Steps



What are HSA-eligible health plans and HSAs?





Pair together to make a unique and powerful combination

HSA-ELIGIBLE HEALTH PLAN

- Similar to other health plans
- Pairs with a health savings account (HSA)
- Generally lower health insurance premiums
- Money saved on premiums can be put into the HSA



HEALTH SAVINGS ACCOUNT (HSA)

- It's yours to keep even if you change jobs or retire
- Helps you save and pay for medical expenses
- Pays for qualified medical expenses for you, your spouse, and eligible dependents



How does it compare with other plans?



WHAT'S THE SAME?

- Comprehensive coverage
- No-cost preventive care
- Network of doctors
- Generally includes prescription drug benefits



WHAT'S DIFFERENT?

- Works with an HSA to help pay for qualified medical expenses
- Generally lower health coverage premiums
- Use HSA funds to pay out-of-pocket medical costs tax free¹ or save for the future

HSA-ELIGIBLE HEALTH PLAN AND HSA



How it can work for you and your family



Tax-advantaged HSA contribution for the year:	\$1,550 <ul style="list-style-type: none"> • \$650 one-time employer contribution • \$75 monthly employee contribution 	\$4,200 <ul style="list-style-type: none"> • \$1,200 one-time employer contribution • \$250 monthly employee contribution 	\$7,850 <ul style="list-style-type: none"> • \$1,000 one-time employer contribution • ~\$571 monthly employee contribution (includes \$1,000 catch-up)
Anticipated health care costs for the year not covered by the HSA-eligible health plan:	\$500 Doctor visits; relatively healthy	\$3,000 Doctor visits due to seasonal illness; braces for daughter	\$4,000 Doctor visits; monitoring supplies and medicines to manage type 2 diabetes; wife will need new eyeglasses
Savings carried over for future use:	\$1,050	\$1,200	\$3,850

Hypothetical examples assume that health savings account owners are making contributions to their core account based on estimated health care costs for one year.



Qualified medical expenses

Defined by the IRS



Include out-of-pocket expenses such as:

Health plan deductible and coinsurance

Most medical care and services

Dental and vision care

Prescription drugs

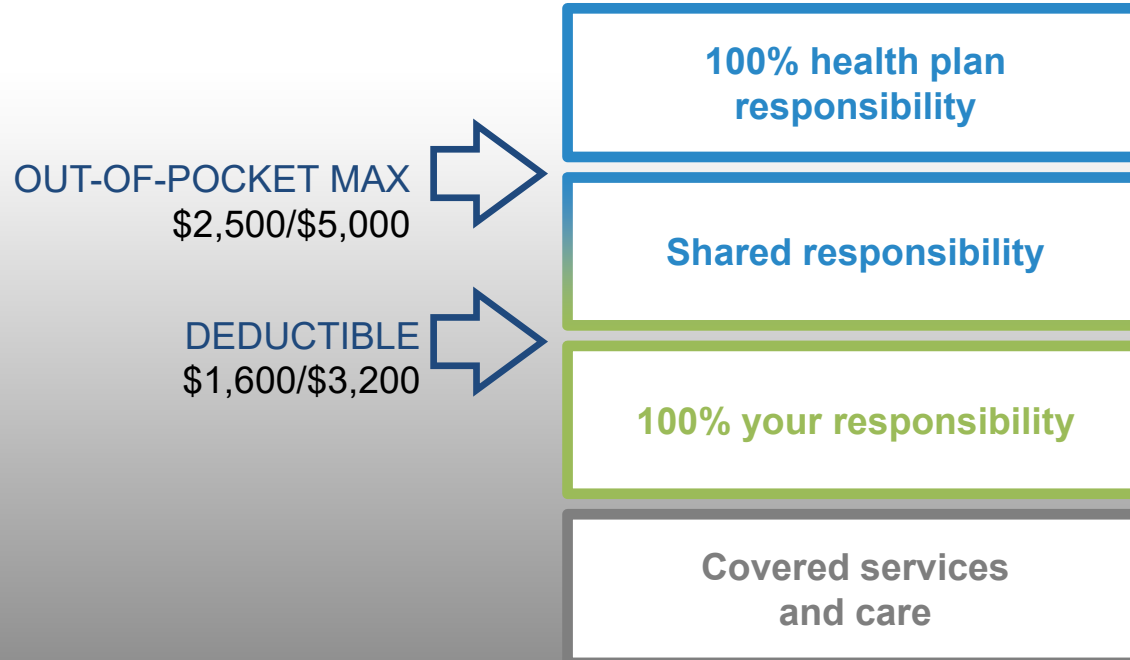
Medicare premiums

IRS Publication 502: Visit [irs.gov/publications/p502](https://www.irs.gov/publications/p502) for a list of medical expenses that generally qualify for payment or reimbursement.



Your health plan

Deductibles and out-of-pocket maximum costs





Reasons to consider an
HSA-eligible health plan and HSA



REASONS TO CONSIDER



Benefits of the HSA-eligible health plan and HSA



Generally lower premiums



You're in control

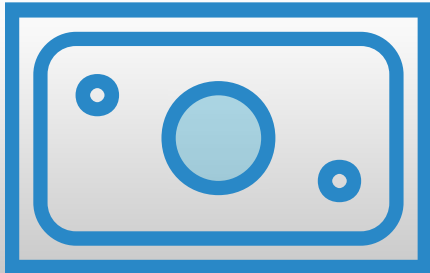


Money is always yours

REASONS TO CONSIDER



HSAs let you save money on taxes in 3 ways¹



>> Goes in tax-free



>> Use tax-free

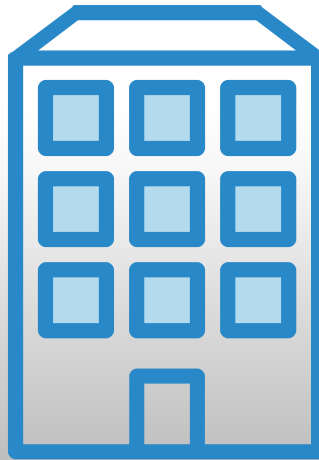


>> Grows tax-free

REASONS TO CONSIDER



Employer contribution to your HSA



Brandeis provides
a \$500 contribution into your HSA at the start of
the calendar year to help boost your savings.

REASONS TO CONSIDER



True or False?

At the end of the year, you lose any unspent money in your HSA.

TRUE

FALSE

Answer:

FALSE. Unlike an FSA, the money in your HSA is yours to keep. Spend it when you need it, or save it to pay for future eligible medical expenses.



Using the Fidelity HSA[®]



USING THE FIDELITY HSA



Get started with your Fidelity HSA[®]





How it works



Use for yourself,
spouse, eligible
dependents



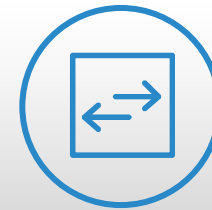
Make pretax
contributions



Contribute by
check or online
transfer



Pay for qualified
medical expenses

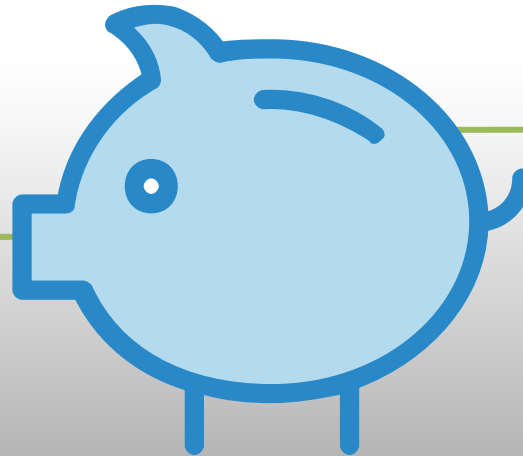


Transfer from
another HSA



How much should I contribute?

Plan for out-of-pocket expenses



Consider contributing at least up to your deductible

USING THE FIDELITY HSA



IRS Contribution Limits

2023 Annual HSA Contribution Limits

Individual

\$3,850

Family

\$7,750

2023 Additional Catch-up Contribution*

Individual

\$1,000

Family

\$1,000

2024 Annual HSA Contribution Limits

Individual

\$4,150

Family

\$8,300

2024 Additional Catch-up Contribution*

Individual

\$1,000

Family

\$1,000

The total of all contributions cannot exceed IRS limits.

*If age 55 or older, not enrolled in Medicare, and otherwise an eligible individual.

USING THE FIDELITY HSA



How do I pay for my medical expenses?



Fidelity HSA debit card



Online paying &
reimbursement options

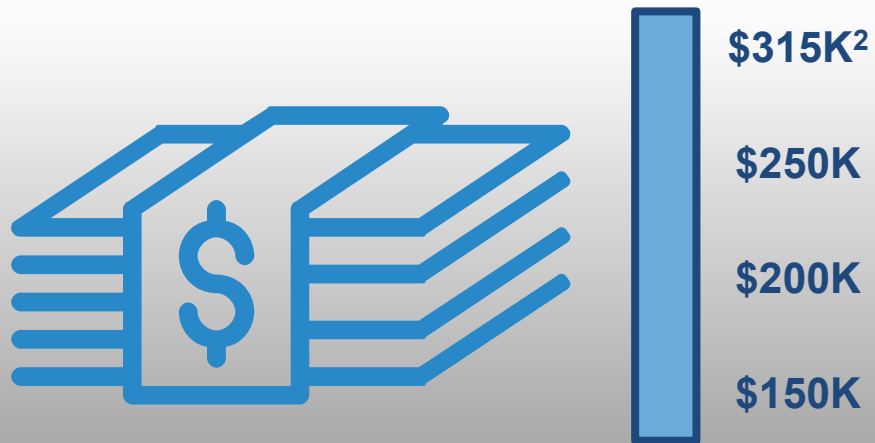


How much do you think a couple might spend on health care costs throughout retirement?





How much do you think a couple might spend on health care costs throughout retirement?

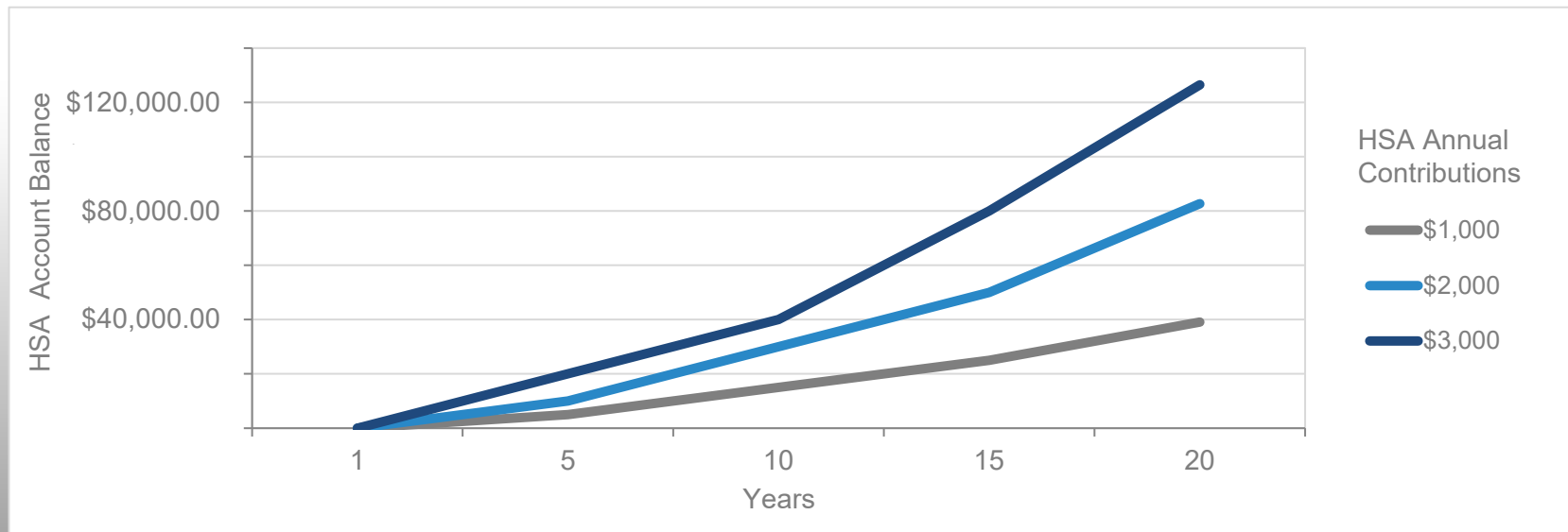


² Please see corresponding footnote at the end of this workshop

USING THE FIDELITY HSA



Contributing and investing in your Fidelity HSA



This hypothetical example is illustrative and doesn't represent the performance of any security in a Fidelity HSA. Assumes the investor receives 2% investment growth on funds in the default investment option and that once the balance in this account reaches \$2,500, excess funds will earn 7%. Actual net returns will be based on the investor's investment choices within the Fidelity HSA. This example does not account for the effect of interest, dividends, and taxes. Systematic investing does not ensure a profit and does not protect against loss in a declining market. Consider your current and anticipated investment horizon when making an investment decision, as the illustration may not reflect this. The assumed rate of return used in this example is not guaranteed. Investments that have potential for a 7% annual rate of return also come with risk of loss.



Considerations for investing in your Fidelity HSA



For current qualified medical expenses

- Easy access
- Consider keeping enough in cash to cover your medical expenses



For future qualified medical expenses

- Think about paying for current health care expenses out of pocket
- Consider an investment strategy that's right for your time horizon and risk tolerance

Commissions and other expenses associated with transacting or holding specific investments (e.g., mutual funds) may apply. Refer to the fees and commission schedule for additional detail at <https://www.fidelity.com/trading/commissions-margin-rates>

There may be funds that require a minimum amount to invest, but Fidelity does not require a minimum to start investing.



Fidelity HSA eligibility



**Be enrolled in an
HSA-eligible
health plan**



**Have a valid
U.S. address
(no P.O. Box)**



**NOT be enrolled
in Medicare**



**NOT be
claimed as a
dependent**



**NOT be covered
by another non-
HSA-eligible
health plan**



Next steps

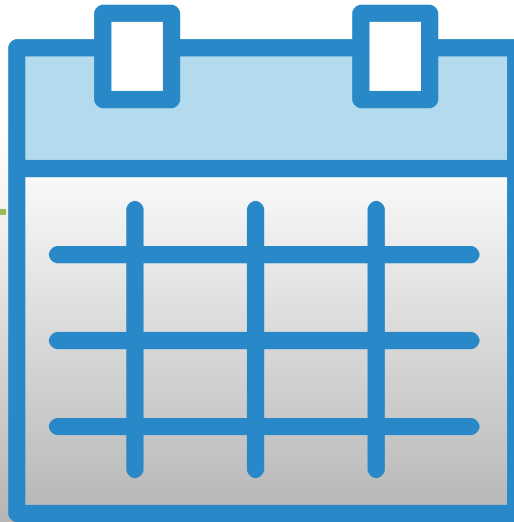


NEXT STEPS



Once your annual enrollment window opens

Enroll in your employer's
HSA-eligible health plan



Open your Fidelity HSA®

Visit [NetBenefits.com](https://www.netbenefits.com) to get started.

NEXT STEPS



Tips to make the most of your health plan



Note: Your HSA must be open in order to accept contributions, including \$500 from Brandeis.



You can open your Fidelity HSA



Consider contributing at least up to your deductible



Set up auto investing



Shop around for lower-cost “elective” care services

QUESTIONS?



Education and resources



**Call a Fidelity HSA
service specialist
800-544-3716**



**Go online
[Fidelity.com/
HealthSavingsAccount](https://www.fidelity.com/HealthSavingsAccount)**



**Get a mobile reminder to
learn more
Text *hsa* to 343898**

System availability and response times may be subject to market conditions.

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Important Information

Investing involves risk, including risk of loss.

¹ Estimate based on a hypothetical opposite-gender couple retiring in 2022, 65-years-old, with life expectancies that align with Society of Actuaries' RP-2014 Healthy Annuitant rates projected with Mortality Improvements Scale MP-2020 as of 2021. Actual assets needed may be more or less depending on actual health status, area of residence, and longevity. Estimate is net of taxes. The Fidelity Retiree Health Care Cost Estimate assumes individuals do not have employer-provided retiree health care coverage, but do qualify for the federal government's insurance program, Original Medicare. The calculation takes into account cost-sharing provisions (such as deductibles and coinsurance) associated with Medicare Part A and Part B (inpatient and outpatient medical insurance). It also considers Medicare Part D (prescription drug coverage) premiums and out-of-pocket costs, as well as certain services excluded by Original Medicare. The estimate does not include other health-related expenses, such as over-the-counter medications, most dental services and long-term care.

² With respect to federal taxation only. Contributions, investment earnings, and distributions may or may not be subject to state taxation. See your tax professional for more information on the state tax implications of an HSA.

In identifying investment options to include in the Fidelity HSA Funds to Consider, Fidelity only considered Fidelity open-end mutual funds and open-end mutual funds offered by a limited universe of third-party fund companies that participate in an exclusive marketing, engagement and analytics program with Fidelity for which they pay Fidelity an annual fee. The only third-party fund companies whose funds were eligible for this program were companies that generally have a track record of generating the strongest customer demand for their products from across Fidelity's customer channels and have been paying Fidelity a sufficient level of compensation for the shareholder servicing performed by Fidelity.

Fidelity does not provide legal or tax advice. The information herein is general in nature and should not be considered legal or tax advice. Consult an attorney or tax professional regarding your specific situation.

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