



Health Savings Accounts (HSA)



Open an HSA to work with your high-deductible health plan (HDHP) and make your money work for you.

- Use tax-free money to pay for your qualified health care expenses
- Convenient payroll deductions and debit card
- Your HSA is yours, even if you change jobs
- Unused funds carry over year-to-year

What is an HSA?

An HSA is a tax-advantaged account that can be used to pay for current and future medical expenses. An HSA works with an HDHP, and allows you to use before-tax dollars to pay for eligible out-of-pocket medical expenses for you, your spouse, and your dependents, which in turn saves you tax dollars and increases your spendable income.

An HSA can only be established with an HDHP, which is defined as a plan with:

- Annual deductible of at least \$1,400 (single) or \$2,800 (family)
- Annual out-of-pocket expenses (deductibles, co-pays, and other amounts, not premiums) not exceeding \$7,050 (single) or \$14,100 (family)

Your maximum annual contribution to an HSA in a calendar year is determined by: the maximum annual contribution limit set by the IRS (subject to cost-of-living adjustments), the type of coverage you elect (single or family), and your age.

HSA Contribution Limits 2022

Age	Single Coverage	Family Coverage
Under 55	\$3,650	\$7,300
55-64	\$4,650	\$8,300

What are the benefits of an HSA?

- An HSA is your account. Funds in your HSA stay with you, even if you change jobs.
- HSA balances roll forward each year and can build over time, no “use it or lose it” rule.
- The money you spend for eligible expenses is tax-free.

- HSA contributions are tax-free. The money is tax-free both when you deposit it and when you use it to pay for qualified medical expenses.
- Your funds grow tax-free. An HSA grows with you. If you maintain a minimum balance of \$2,000, your additional funds may be invested in mutual funds yielding tax-free earnings.
- Until you turn 65, withdrawals you use for non-eligible expenses will be taxed at your regular income tax rate, plus an additional 20% penalty will apply. Once you are age 65, withdrawals for non-eligible expenses are taxed at your regular income tax rate, but no additional penalty will apply.

How does an HSA work?

When you enroll in the HDHP and elect an HSA, an account will be opened for you. You will have access to a secure, easy-to-use web portal where you can track your account balance, view your investment accounts, and submit requests for reimbursements. You can also access your account with the mobile app.

You will also receive a Benefit Access Visa® Debit Card to use for qualified medical expenses at doctors’ offices, hospitals, and pharmacies. When you use the card to pay for services, the payment is automatically withdrawn from your account. Just keep receipts for your own records.

Monthly statements and annual tax documents are issued for the HSA deposit account and Mutual Fund Investment Account, and can be accessed through the web portal or mailed to your address on file if elected through the portal. You may access your HSA through the web portal at www.mcgriffinsurance.com/flex or through the Benefit Access Mobile App, which is available for all Apple and Android users.

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HSA eligibility guidelines

To be eligible to make contributions to an HSA, you must satisfy the following conditions established by law.

	If "Yes"	If "No"
1. Can you be claimed as a dependent on another person's tax return?	You are not eligible for an HSA	Proceed to question #2
2. Are you enrolled in Medicare?	You are not eligible for an HSA	Proceed to question #3
3. Are you enrolled in a qualified high-deductible health plan (HDHP) with a minimum annual deductible of at least \$1,400 for single coverage and \$2,800 for family coverage?	Proceed to question #4	You are not eligible for an HSA
4. Do you or family members covered under the HDHP have additional health coverage under another plan?	Proceed to question #5	Proceed to question #6
5. If you answered yes to question #4, is this other health coverage an HDHP?	Proceed to question #6	You are not eligible for an HSA
6. Do you or family members covered under the HDHP currently participate in a tax-deferred health care Flexible Spending Account (FSA)?	You are not eligible for an HSA	You are eligible for an HSA Proceed to calculate your annual contributions

Are you eligible?

You must be covered under an HDHP to qualify for an HSA. The provider of your health plan should be able to tell you if the plan satisfies HDHP requirements. See Frequently Asked Questions for more details on eligibility. Here are two examples:

Example 1: John has family coverage under an HDHP through his employer. John's wife, Mary, participates in a health care FSA offered by her employer. In this case, neither John nor Mary is eligible to contribute to an HSA, because they have other coverage (Mary's health care FSA) in addition to the HDHP.

Example 2: Robert has family coverage under an HDHP, while his wife, Marie, provides family accident insurance through her employer, plus disability coverage on herself. Because these other types of insurance (that Marie has through her employer) qualify as permissible coverages, Robert is eligible to contribute to an HSA.

How much could you save with an HSA?

Because they are not included in your take-home pay, all HSA contributions are free from federal, state, local, and FICA taxes. Here's an example of how your HSA can save you a significant amount of money each year:

	With HSA	Without HSA
Annual income	\$34,000	\$34,000
Pre-tax contribution to HSA	\$3,000	\$0
Taxable income	\$31,000	\$34,000
Estimated taxes (35%)	\$10,850	\$11,900
After-tax expenses	\$0	\$3,000
Take-home income	\$20,150	\$19,100
TAX SAVINGS	\$1,050	\$0

This example is for illustrative purposes only and is not intended to represent any specific benefits plan or potential plan savings. Hypothetical plan savings are based on the employee's federal, state, local, and FICA taxes, totaling 35% of annual income. A plan participant's tax rates and actual savings are likely to be different.

Full-year statutory contribution limits (\$3,650 for single coverage and \$7,300 for family coverage in 2022) are permissible only if the HSA owner either (1) maintains a high-deductible plan for the entire 2022 calendar year, OR (2) maintains a high-deductible health plan from December 2021 through December 2022. Under (2), if a full-year contribution is made for 2021 and the HSA owner ceases to maintain a high-deductible health plan in 2021, the additional contributions made under this special full-contribution rule will be subject to income tax plus an additional 10% penalty tax (unless the HSA owner is no longer HSA-eligible due to death or disability).

Health Savings Accounts (HSA)

Frequently Asked Questions

Question	Answer
When can contributions be made to an HSA?	<p>Contributions to an HSA can be made at any time during the year in any increment, including:</p> <ul style="list-style-type: none">• All at once at the beginning of the year• All at once at the end of the year• In equal amounts during the year <p>Contributions to an HSA can be made through April 15 of the following year. For example, 2021 contributions can be made through April 15, 2023.</p>
What can HSA funds be used for?	<p>HSA distributions are tax-free if used for qualified medical expenses, as defined by Internal Revenue Code Section 213(d). Qualified medical expenses include:</p> <ul style="list-style-type: none">• Doctors' office visits• Coinsurance• Non-covered services, like LASIK eye surgery• And more! (refer to the Internal Revenue Code Section 213(d) for a complete list)
Who may contribute to an HSA?	<p>Anyone can contribute to an HSA on an individual's behalf, including an employer, family, and the individual.</p>
Can someone enrolled in Medicare contribute to an HSA?	<p>No. But if they have an existing HSA, they can use the funds for qualified medical expenses.</p>
Can individuals have other health coverage in addition to their HSA?	<p>To open/contribute to an HSA, individuals cannot be covered by any plan except for:</p> <ul style="list-style-type: none">• Dental or vision coverage• Long-term care coverage• Accident/disability coverage• Hospital insurance-type coverage/disease-specific coverage <p>Individuals can be covered by more than one HDHP and still be eligible to contribute to an HSA.</p>
Can individuals make contributions if they are not enrolled in an HDHP for the entire year?	<p>Yes. Full-year statutory contribution limits are permissible (\$3,650 for single coverage and \$7,300 for family coverage in 2022) but the HSA owner must maintain eligibility throughout the testing period, which runs from the last month of the initial eligibility year through the end of the 12-month period following that month. If HSA owners are not eligible for this entire testing period, they must include in their gross income the contributions made for the months when they were not otherwise qualified. This amount will also be subject to a 10% penalty. The tax and penalty do not apply if the HSA owner is no longer HSA-eligible because of death or disability.</p>
If a married couple is enrolled in a family HDHP, can they open a joint HSA?	<p>No. HSAs are strictly individual accounts. A husband and wife enrolled in a family HDHP can do the following:</p> <ul style="list-style-type: none">• Open individual HSAs and contribute to both, but the collective total of both must not exceed the family maximum• Open an HSA in one spouse's name and contribute up to the family maximum
If one or both spouses have family coverage, how is the contribution limit computed?	<p>If either spouse has family coverage under an HDHP, both are treated as having family coverage. The 2022 maximum statutory contribution limit is \$7,300 for family coverage. Whether each spouse opens an individual account or one spouse opens an account, the collective total must not exceed the family maximum.</p>
What happens when HSA contributions exceed the maximum amount?	<p>An excise tax of 6% for each taxable year is imposed on the account beneficiary for excess individual contributions. However, the account beneficiary can avoid the excise tax on excess contributions by withdrawing such excess contributions before the last day prescribed by law (including extensions) for filing the account beneficiary's federal income tax return for the taxable year. The net income attributable to the excess contributions is included in the account beneficiary's gross income.</p>

Health Savings Accounts (HSA)

Frequently Asked Questions

Question	Answer
Are health insurance premiums qualified medical expenses?	<p>Generally, health insurance premiums are not qualified medical expenses, except for the following:</p> <ul style="list-style-type: none">• Qualified long-term care insurance• COBRA health care continuation coverage• Health care coverage while an individual is receiving unemployment compensation <p>In addition, individuals older than age 65 may use HSA funds to pay the following premiums:</p> <ul style="list-style-type: none">• Medicare HMO premiums for employer-sponsored health insurance, or employer-sponsored retiree plan• Medicare Part A and/or B <p>However, Medicare supplemental policies are not qualified medical expenses.</p>
If individuals are no longer enrolled in an HDHP, can they still use their HSA?	<p>Yes. Individuals do not have to be enrolled in an HDHP to use their HSA. However, individuals can only make contributions to an HSA if enrolled in an HDHP.</p>
Are claims incurred prior to the establishment of the HSA eligible for reimbursement from the HSA?	<p>No. Your HSA is established on the effective date of your HSA account. If you delay, the IRS may infer you intended to open your account at a later date.</p>
Can the employee make contributions to an HSA if covered under a Flexible Spending Account (FSA)?	<p>Yes. However, the FSA would have to be a limited-scope FSA (which limits claim reimbursement to vision, dental, and preventive care only) and/or a post-deductible health FSA (which limits reimbursement to expenses incurred after the minimum annual HDHP deductible has been satisfied).</p>
Can COBRA employees contribute to their HSA?	<p>Yes. Individuals can choose to contribute to their HSA as long as they are enrolled in an HDHP.</p>
What reporting is required for an HSA?	<p>Employer contributions (including pre-tax salary withholding amounts that individuals contribute to their HSAs) must be reported on the employee's W-2 Form. In addition, trustees will issue reports on HSA contributions (Form 1099-SA) and distributions (Form 5498-SA). Employees can use this information to report required HSA information on their individual tax returns. These tax forms are available through the online portal or paper forms can be mailed upon request by calling 800-930-2441, M-F, 8:00 am - 8:00 pm ET. Consult a tax advisor for additional details regarding the tax treatment of HSAs.</p>



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For Mutual Fund Investments: Please consult the HSA Custodial Agreement and Disclosure for information concerning fees, expenses and dividends on the Mutual Fund Investment Options. For Brokerage Sub-Account Investments: Please consult the Brokerage Agreement for information concerning fees and expenses relating to investments and trades made via the Brokerage Sub-Account. Your HSA funds may be held by McGriff Insurance Services, Inc. in a custodial deposit account at Truist Bank. While so deposited, the funds are FDIC-Insured to the extent provided by law. Securities, insurance and advisory products or services including mutual fund investments made through your Sweep Investment Sub-Account and investments in securities made through your Brokerage Sub-Account are: NOT A DEPOSIT • NOT FDIC-INSURED • NOT GUARANTEED BY A BANK • NOT INSURED BY STATE OR FEDERAL GOVERNMENT AGENCY • MAY GO DOWN IN VALUE. Truist and its representatives do not offer tax or legal advice. Please consult your tax or legal professional regarding your individual circumstances.

Your Health Care Flexible Spending Account (FSA) and Health Savings Account (HSA) let you use pre-tax funds to pay for a variety of out-of-pocket health care expenses including:

Eligible Expenses

BABY / CHILD TO AGE 13

- Lactation consultant*
- Lead-based paint removal
- Special formula*
- Tuition: Special school / teacher for disability or learning disability*
- Well-baby/Well-child care

DENTAL

- X-Rays
- Dentures and bridges
- Exams and teeth cleaning
- Extractions and Fillings
- Oral surgery
- Orthodontia
- Periodontal services

HEARING

- Aids and batteries
- Exams

LAB EXAMS/TESTS

- Blood tests and metabolism tests
- Body scans
- Cardiograms
- Laboratory fees
- X-rays

MEDICAL EQUIPMENT/SUPPLIES

- Air purification equipment*
- Arches and orthotic inserts
- Compression stockings*
- Contraceptive devices
- Crutches, walkers, wheelchairs
- Exercise equipment*
- Hospital beds*
- Mattresses*
- Medic alert bracelet or necklace
- Nebulizers

- Orthopedic shoes*
- Oxygen*
- Post-mastectomy clothing
- Prosthetics
- Syringes
- Wigs*

MEDICAL PROCEDURES/SERVICES

- Acupuncture
- Alcohol and drug/substance abuse (inpatient treatment and outpatient care)
- Ambulance
- Fertility enhancement and treatment
- Hair loss treatment*
- Hospital services
- Immunization
- In vitro fertilization
- Physical examination (not employment-related)
- Reconstructive surgery (due to a congenital defect, accident or medical treatment)
- Service animals*
- Sterilization/sterilization reversal
- Transplants (including organ donor)
- Transportation*

MEDICATIONS

- Insulin
- Prescription drugs

OBSTETRICS

- Doula*
- Lamaze class
- OB/GYN exams
- OB/GYN prepaid maternity fees (reimbursable after date of birth)
- Pre- and postnatal treatments

PRACTITIONERS

- Allergist
- Chiropractor
- Christian science practitioner
- Dermatologist
- Homeopath
- Naturopath*
- Optometrist
- Osteopath
- Physician
- Psychiatrist or psychologist

THERAPY

- Alcohol and drug addiction
- Counseling (not marital or career)
- Exercise programs*
- Hypnosis*
- Massage*
- Occupational
- Physical
- Smoking cessation programs*
- Speech
- Weight loss programs*

VISION

- Eye exams
- Eyeglasses and contact lenses
- Laser eye surgeries
- Prescription sunglasses
- Radial keratotomy

Here is a brief listing of some of the Over the Counter items covered by an FSA or HSA:

- Acne Preparations
- Allergy and Sinus Medications (Antihistamines, Claritin, Asthma Flow Meters and Nebulizers, Primatene Mist, Nasal Spray and Strips)
- Baby Care (Petroleum Jelly, Diaper Rash Ointment, Thermometers, Pediatric Electrolyte Solutions)
- Cough Cold and Flu Medications (Syrups, Capsules, Rubs, Drops)
- Condoms and Contraceptive Devices
- Diabetes Care/Accessories (Blood Test Strips, Glucose Tester, Glucose Food, Monitors and Kits)
- Digestive Aids (Antacids, Laxatives, Lactose Intolerance Medications)
- Eye Care (Contact Lens Solution, Eye Drops, Reading Glasses)
- First Aid Products (Antibiotics, Analgesics and Ointments, Bug Bite and Anti-itch Medications, Sunburn Cream, Bandages, Gauze Pads and Elastic Bandages, Rubbing Alcohol, Wart Removal Products, Supports and Braces, First Aid Kits, Wound Care Products, Tape and Gloves)
- Foot Care (Cushions, Pads, Creams, Anti-Fungal Medications)
- Heart Monitors and Medical Equipment (Blood Pressure and Heart Rate Monitors, Crutches, Medical Bracelets, Cholesterol Tests)
- Hemorrhoid Treatments
- Homeopathic Medicines
- Incontinence Supplies
- Lice and Scabies Treatments
- Menstrual Products
- Nausea and Motion Sickness Medications
- Pain and Fever Reducers (Aspirin, Acetaminophen, Ibuprofen, Menstrual Cycle and Migraine Medications, Muscle/Joint Pain Relief Creams and Balms, Heating Pads)
- Pregnancy Products (Ovulation Monitor, Pregnancy Testing Kits, Prenatal Vitamins)
- Smoking Cessation Products (Nicotine Patches, Gum and Lozenges, Inhalers)
- Toothache and Teething Pain Relievers
- Weight Loss Drugs (to treat a specific medical condition)

Check your plan document or Plan Administrator's web site for more information.

Ineligible Expenses

The IRS does not allow the following expenses to be reimbursed, as they are not prescribed by a physician for a specific ailment.

- Cosmetic surgery/procedures
- Electrolysis
- Marriage or career counseling
- Personal trainers
- Sunscreen (SPF less than 30)
- Swimming lessons
- Insurance premium and interest (FSA plan)
- Long-term care premiums (FSA plan)

The Benefit Access card is controlled by the individual merchants and providers and how quickly their inventory is updated in their register systems. If the card is declined, you can submit a manual claim for reimbursement.

This list is not meant to be all-inclusive, as other expenses not specifically mentioned may also qualify. Also, expenses marked with an asterisk (*) are "potentially eligible expenses" that require a Note of Medical Necessity from your health care provider to qualify for reimbursement. For additional information, check your Summary Plan Document or contact your plan administrator.

Please note that this listing is subject to change at any time and without notice due to new legislation. The McGriff Benefit Access VISA® Card is issued by Truist Bank, Member FDIC. Your Benefit Access VISA® Debit Card gives you immediate access to funds stored in your health care or dependent day care accounts. Just select "Credit;" no PIN is required.

Insurance products are offered through McGriff Insurance Services, Inc., a subsidiary of BB&T Insurance Holdings, Inc., are not a deposit, not FDIC insured, not guaranteed by the bank, not insured by any federal government agency, and may be subject to investment risk. McGriff Insurance Services and its representatives do not offer tax, legal or medical advice. Consult your tax, legal or medical professional regarding your individual circumstances.

Health Savings Account (HSA) Investment Options



Investment Name	Ticker	Asset Category
Fidelity Government Money Market Fund	SPAXX	Money Market – Taxable
Lord Abbett Short Duration Income I	LLDYX	Short-Term Bond
Metropolitan West Total Return Bond I	MWTIX	Intermediate -Term Bond
Pioneer Bond Y	PICYX	Intermediate – Term Bond
Vanguard Total Bond Index Adm	VBTLX	Intermediate – Term Bond
PIMCO Income Instl	PIMIX	Multisector Bond
Lord Abbett High Yield I	LAHYX	High Yield Bond
JPMorgan Equity Income R6	OIEJX	Large Value
MFS Value R4	MEIJX	Large Value
Vanguard 500 Index Adm	VFIAX	Large Blend
T. Rowe Price Dividend Growth	PRDGX	Large Blend
Columbia Contrarian Core Adv	CORRX	Large Blend
American Funds Growth Fund of Amer R6	RGAGX	Large Growth
TIAA-CREF Large-Cap Growth Instl	TILGX	Large Growth
Victory Sycamore Established Value I	VEVIX	Mid-Cap Value
MFS Mid Cap Value R6	MVCKX	Mid-Cap Value
Vanguard Mid-Cap Index Adm	VIMAX	Mid-Cap Blend
JPMorgan Mid Cap Growth R6	JMGMX	Mid-Cap Growth
Health Savings Brokerage Account		

Investment Name	Ticker	Asset Category
Pioneer Select Mid Cap Growth Y	GROYX	Mid-Cap Growth
American Century Small Cap Value R6	ASVDX	Small Value
Undiscovered Managers Behavioral Value R6	UBVFX	Small Value
Vanguard Small Cap Index Adm	VSMAX	Small Blend
Fuller & Thaler Behavioral Sm-Cap R6	FTHFX	Small Blend
JPMorgan Small Cap Equity R6	VSENX	Small Blend
Franklin Small Cap Growth R6	FSMLX	Small Growth
Hood River Small-Cap Growth Ret	HRSIX	Small Growth
Vanguard International Value Inv	VTRIX	Foreign Large Value
Parametric International Equity Instl	EISX	Foreign Large Blend
Vanguard Total Intl Stock Index Adm	VTIAX	Foreign Large Blend
Vanguard International Growth Adm	VWILX	Foreign Large Growth
American Funds Europacific Growth R6	REGRX	Foreign Large Growth
Vanguard Tax-Managed Balanced Adm	VTMFX	Conservative Allocation
American Funds American Balanced R6	RLBGX	Moderate Allocation
MFS Total Return R4	MSFJX	Moderate Allocation

These funds were not selected for or tailored to any investor's individual circumstances. Offering these funds are not intended to be a recommendation to invest or hold any of these funds. Investors should read the prospectus carefully and consider the fund's investment objectives, risks, charges, and expenses before investing. Investing in certain funds involves special risks, such as those related to investments in foreign securities, small and mid-capitalization stocks, and high-yield securities.

- Excess balance can be invested in mutual funds.
- Mutual fund elections are made via <https://mcgriffinsurance.lh1ondemand.com>.
- A link to set up Investment Sweeps will be available via the consumer portal.
- Automatic sweep investment elections are made with a minimum transfer amount of \$100 or more.
- All funds may be purchased at net asset value (NAV) without a front end load. Redemption fees may apply.
- For fund prospectus information, please visit www.mcgriff.com/flex.

Your HSA funds may be held by McGriff Insurance Services, Inc. in a custodial deposit account at Truist Bank. While so deposited, the funds are FDIC-insured to the extent provided by law. Investment solutions are provided by McGriff Insurance Services, Inc. Advisory services are provided by Precept Advisory Group, LLC, a subsidiary of McGriff Insurance Services, Inc.

Please refer to the prospectus applicable to each mutual fund. Securities, insurance and advisory products or services are: NOT A DEPOSIT • NOT FDIC-INSURED • NOT GUARANTEED BY A BANK • NOT INSURED BY STATE OR FEDERAL GOVERNMENT AGENCY • MAY GO DOWN IN VALUE.

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Benefit Access Mobile App

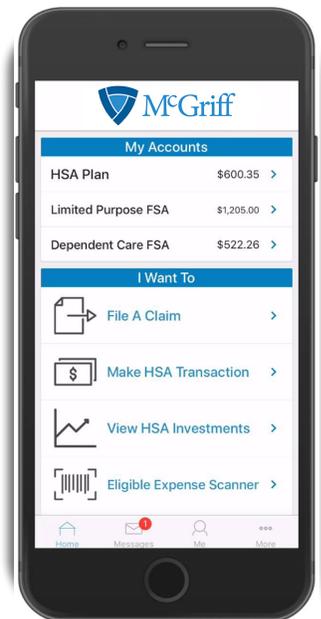
- Easily and securely access your tax-advantaged flexible benefit accounts
- Check balances, file claims, and upload receipts on the go
- View account activity and receive alerts by text message

Manage your Flexible Benefits anytime, anywhere

The Benefit Access Mobile App lets you easily and securely manage your flexible spending and health savings account on your smartphone. You can view account balances, submit health care account claims, and upload pictures of your receipts anytime, anywhere on any iPhone, Android or tablet device.

With the Benefit Access App you can:

- Check current account balances and transaction details for FSA, HSA, HRA and TSA
- Know how much money you have available to spend on qualified medical and commuting expenses at the time of purchase.
- View account activity and receive alerts by text message
- File new claims and upload receipts using the mobile device's camera
- Make an HSA distribution or contribution and view HSA investment details
- Use the Eligible Expense Scanner to scan items and determine if they're qualified medical expenses before you get to the checkout lane
- Access account funds to pay yourself or someone else such as doctor
- Enter and view expense information and receipts
- Report a lost or stolen debit card
- Enjoy seamless account access to the Flex website; no need to set up any additional log in credentials



Get started today

Just download the McGriff Insurance Services Benefit Access App for Android or iPhone (also compatible with iPad® and iPod touch®) and log in using the same password you use to access the Flex website.

