

# Health Savings Account

We are committed to helping employees manage the high costs of health care by providing them with a Health Savings Account (HSA) that can be used in conjunction with a High Deductible Health Plan (HDHP). Our HSA allows employees to direct a part of their salary, on a **pre-tax basis**, into an account to be used for qualified out-of-pocket medical expenses throughout the year.

## Employees must enroll in an HSA-qualified HDHP to be eligible for an HSA.

### What is an HSA?

An HSA is a **tax-advantaged** account that is used in combination with a qualified high deductible health insurance plan. The money employees put into their Health Savings Account can help pay for any qualified medical expense permitted under federal tax law, including most medical, dental, and vision care services.

### Eligible expenses include:

- Health insurance plan's annual deductible.
- Employee's share of the cost for dental care, such as exams and cleanings; costs for vision care, such as exams, eyeglasses and contact lenses.
- Over-the-counter medications and products.

### Benefits of an HSA include:

**Pre-tax contributions:** HSA eligible employees can make tax-free contributions to their HSA, up to the IRS statutory maximum.

**Tax-free withdrawals:** Withdrawals are tax-free when HSA funds are used for qualified medical expenses.

**High quality investments:** Investments are chosen with a high degree of confidence by our highly qualified Asset Management team.



### Learn more

Discover@MarshMMA.com  
MarshMMA.com

## The MMA Blue Card offers instant access to FSA funds.

Accessing HSA account funds is easy with the MMA Blue Card MasterCard®. The MMA Blue Card may be used at participating locations that accept MasterCard®. Employees present their MMA Blue Card at the time of payment when they have qualified expenses. The amount of their purchase will be deducted from their HSA account.



### The advantage of MMA

The rapid pace of federal and state regulatory changes is increasing, leaving employers and their already-stretched human resources teams scrambling to keep up with the latest information, rules, and requirements—resulting in confusion, frustration, and risk. There are more than nine types of spending and reimbursement accounts in the marketplace with nuances that vary from claim processing, non-discrimination testing, and IRS updates, to name a few. Our specialists provide services you can count on:

- In-house resources including service managers, employee advocates, ERISA attorneys, and compliance specialists
- Robust employer/participant portal and mobile app with real-time access to account information including account summary, claims history, tracking, and print version of notices and letters
- Pre-paid debit card for participants
- Daily claims management for fast reimbursement
- 24/7 Participant IVR System for Frequently Asked Questions, and Participant-focused Call Center
- Service Guarantees
- Mobile App: Take control of your HSA benefits with the Spending Account Mobile Center App with secure, around-the-clock information at your fingertips
- The ability to pay your providers directly
- Real-time access to account information including account summary, payment history, paid-to dates, and print version of notices and letters



A business of Marsh McLennan

# Your future is limitless.<sup>SM</sup>

---

Business Insurance

Employee Health & Benefits

Private Client Services

Retirement Services

MarshMMA.com

---

This document is not intended to be taken as advice regarding any individual situation and should not be relied upon as such. Marsh & McLennan Agency LLC shall have no obligation to update this publication and shall have no liability to you or any other party arising out of this publication or any matter contained herein. Any statements concerning actuarial, tax, accounting or legal matters are based solely on our experience as consultants and are not to be relied upon as actuarial, accounting, tax or legal advice, for which you should consult your own professional advisors. Any modeling analytics or projections are subject to inherent uncertainty and the analysis could be materially affected if any underlying assumptions, conditions, information or factors are inaccurate or incomplete or should change. d/b/a in California as Marsh & McLennan Insurance Agency LLC; CA Insurance Lic: 0H18131. Copyright © 2024 Marsh & McLennan Agency LLC. All rights reserved. MarshMMA.com