HealthEquity®

ONE PARTNER. TOTAL SOLUTION.

HSA

Health Savings Account

Empower health savings

An **HSA** is a member-owned account that enjoys a triple-tax advantage.* Members can make pre-tax payroll contributions, grow tax-free earnings, and enjoy tax-free distributions to pay for qualified medical expenses. HSAs must be paired with high-deductible health plans. Members can keep their HSA funds forever—even if they change employers or health plans.

HRA

Health Reimbursement Arrangement

Help offset rising healthcare costs

An **HRA** is an employer-funded account that empowers members to pay for specified out-of-pocket medical expenses. Organizations choose how much to contribute, and which expenses qualify. HRAs are an effective tool to help members manage health care premiums.

FSA

Flexible Spending Account

Give people flexibility and amazing tax savings

An **FSA** empowers members to set-aside pre-tax money to pay for eligible medical expenses, such as deductibles, copayments, dental, and vision. Unused funds are forfeited back to the employer at the end of the plan year. However, some organizations offer a grace period or carryover option, enabling members to keep a certain portion of their account into the next plan year.

DCFSA

Dependent Care Flexible Spending Account

Take care of your loved ones and save even more

A **DCFSA** empowers members to set aside pre-tax money from every paycheck to help pay for dependent care expenses. A qualifying 'dependent' may be a child under age 13, a disabled spouse, or an older parent in eldercare. DCFSA Funds can be used to pay for daycare, preschool, elderly care or other dependent care.

LPFSA

Limited Purpose Flexible Spending Account

Complement your HSA

An **LPFSA** works just like a traditional FSA, however funds can only be used for dental and/or vision expenses. Even though it's called a "limited purpose" account, LPFSAs cover a lot of expenses, including mouth guards, Orthodontia, RX sunglasses, and even Lasik surgery. The best part: Members can pair an LPFSA with an HSA, making it easier to save their HSA for a rainy day.

POP

Premium Only Plan

Stay compliant

Per IRS Section 125, organizations are required to add a **POP** in order to take pre-tax payroll deductions for insurance premiums and HSA contributions. A POP applies to all group-sponsored plans, including PPOs, HDHPs, vision, dental and even group-term life insurance.

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*HSAs are never taxed at a federal income tax level when used appropriately for qualified medical expenses. Also, most states recognize HSA funds as tax deductible with very few exceptions. Please consult a tax advisor regarding your state's specific rules.

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