



## HEALTH SAVINGS ACCOUNT

### The INCENT Plan HSA

## A Better Way to Pay for Healthcare — Today and Tomorrow

As healthcare costs continue to soar, finding ways to offer affordable health benefits to your employees is a persistent challenge. Now you can leave employees with more spending money per paycheck while they save money on out-of-pocket healthcare expenses with a Health Savings Account (HSA) solution from The INCENT Plan.

An HSA is a tax-advantaged savings account that is used in combination with a High Deductible Health Plan (HDHP) and gives your employees a new way to manage healthcare costs. They can use the HSA funds to cover qualified medical expenses—from co-payments at the doctor’s office to pharmacy bills, dental care, vision care, and more.

#### How HSAs Work

The HSA account is funded by pre-tax contributions by the employee. Employers and other third parties also can contribute to the account. The employee determines the amount of money that is withheld each paycheck before payroll taxes are deducted. This gives employees more take-home pay, while you, their employer, pay less in FICA and FUTA payroll taxes. When an employee incurs a qualified medical expense, they can pay using The INCENT Plan prepaid benefits card, online bill pay or other methods.

If the employee doesn’t have enough money in their HSA to cover a medical expense, they can make a partial payment and pay the difference using another method. Unlike a flexible savings account (FSA), there is no “use it or lose it” condition. Any unused funds remain in the account and continue to accrue interest until used.

More information on HSA plans can be found on the U.S. Department of Treasury web site at [www.treas.gov](http://www.treas.gov). (Hint: Search on HSA).

#### The INCENT Plan HSA helps you:

- Add depth and flexibility to your employee health benefits and retirement plans with secure, FDIC-insured financial accounts
- Reduce FICA and FUTA payroll taxes
- Save money on health insurance premiums by offering HSAs along with high deductible health plans
- Provide web-based, fully integrated portals with 24/7/365 access to account information
- Free Human Resources staff with secure and easy-to-use online, self-service portals you and your employees can use 24/7/365
- Promote healthier lifestyle choices through increased employee involvement and use of 100% covered preventative care
- Go Green with paperless online claims, direct deposit reimbursement and electronic statements

#### The INCENT Plan HSA helps your employees:

- Offset rising healthcare costs with tax-free funds
- Plan for future health expenses with tax-free investment accounts that grow year over year—no “use-it-or-lose-it” annual requirement
- Easily monitor health spending with convenient debit cards and secure online account access
- Plan for retirement—after age 65, participants can use HSA funds for non-qualifying expenses

## Features and Functionality

By offering The INCENT Plan HSA to your employees, you can fight rising health insurance costs, offer greater depth and flexibility in your benefits packages, and promote healthy lifestyles with these powerful features:

- Health FSA, HRA, HSA, VEBA, dependent care, wellness and transportation accounts are fully integrated in one platform, along with custodial banking services
- Automated scheduling of lump sum, first of the month, or payroll cycle contributions allows for easy mid-year enrollments
- Web-based, fully integrated portals provide 24/7/365 access to account information
- Monthly reports generate automatically, with email alerts directing recipients to secure portals for viewing—creating a virtually paper-free administration process
- Employees can access funds through online distribution requests, or by using a convenient benefits debit card
- An integrated prepaid debit card provides seamless, flexible fund access and compliance
- Distributions can be sent to employees by direct deposit or check
- Employees can view account details, request distributions, update addresses, change payroll deduction elections, view statements, change beneficiaries, or allocate funds into an array of mutual funds using convenient online portals
- Easy online enrollment creates an HSA account with direct deposit and investment accounts
- Automated communication and e-mail alerts ensure consistent messaging
- FDIC-insured cash and interest bearing account



Robust, branded portal empowers consumers, providing everything they need to know about their account, with an industry-leading design that enables quick and easy navigation of content.

Rehn & Associates is delivering easy-to-use solutions backed by the highest levels of service is our top priority. We offer a cloud computing solution, designed to provide you and your employees with the functionality, reliability, and integration you need. And, you can be assured we'll support you with the highest levels of IT expertise and regular additions of new, productivity-enhancing features.

HSA Investment Account						
Asset Class	Investment Name	Election Percent	Current Shares	Beginning Balance	Ending Balance	Balance Change
TBD	HSA Investment Cash Account*	10.0000%	TBD	\$500.00	\$700.00	\$200.00
Large Cap	Bank Large Cap	25.0000%	50.2510 at \$24.807	\$1,250.00	\$1,251.54	\$1.54
Mid Cap	Bank Mid Cap	35.0000%	75.8950 at \$23.785	\$1,750.00	\$1,805.23	\$55.23
Small Cap	Bank Small Cap	30.0000%	90.7010 at \$21.222	\$2,000.00	\$1,910.00	(\$90.00)
<b>Total</b>		<b>100%</b>		<b>\$5,500.00</b>	<b>\$5,666.77</b>	<b>\$166.77</b>

\*0.25% Annual Percentage Yield Earned

For more detailed information regarding investment options, including balances, interest earned and transaction history, please log on to [https://my.acme.com](#) and click the "View Investment Details" link from the Account Summary page.

Transaction Details for HSA Investment Account						
Date	Investment Name	Transaction Type	Activity Type	Units	Price	Amount
10/1/2010	Bank Large Cap	Purchase of Shares	HSA Investment Purchase	100.00000	\$100.00	\$1,000.00
10/5/2010	Bank Small Cap	Cash Disbursement	HSA Distribution	0.24700	\$3.30	(\$13.3000)
10/11/2010	Bank Mid Cap	Cash Receipt	Employee Pre-Tax Contribution	0.00000	\$150.00	\$1,000.00
10/14/2010	Fund Name	Purchase of Shares	12B-1 Fee Reimbursement	0.00100	\$0.01	(\$12.97000)
10/23/2010	Fund Name	Purchase of Shares	Reinvested Interest	3.09000	\$3.09	\$1,000.00

Powerful reporting is available for employees including a monthly Account Summary displaying Cash and Investment Account Detail.

Interested in learning more about The INCENT Plan healthcare account solutions? Call or contact us to find out how we can help.

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