



Health Savings Account (HSA)

and

Flexible Spending Accounts (FSA)





Types of Accounts

Health Savings Account HSA

- For Snowflakes enrolled in the CIGNA High Deductible Health Plan
- Covers out of pocket healthcare expenses: medical (including pharmacy), dental, and vision expenses
- You *can* contribute pre-tax (optional), Snowflake also contributes



Flexible Spending Account Healthcare FSA

- All US Snowflakes are eligible*
- Pre-tax contributions set aside to cover out of pocket healthcare expenses: medical (including pharmacy), dental, and vision expenses
- Debit card available



Flexible Spending Account Dependent Care FSA

- All US Snowflakes are eligible
- Pre-tax contributions set aside to cover out of pocket child and elder caregiving expenses
- No “rollover”
- No debit card available



Types of Accounts

Coverage	Health Savings Account HSA	Flexible Spending Account FSA - General Purpose	Flexible Spending Account FSA - Limited Purpose
Which medical plan works with this account?	HDHP	Cigna PPO, Kaiser HMSA, or Waived	HDHP
Contribution Limits	<p>You <i>can</i> contribute:*</p> <ul style="list-style-type: none"> • \$4,150 for employee-only • \$8,300 for employee and family <p>Snowflake contributes:</p> <ul style="list-style-type: none"> • \$1,000 for employee-only • \$2,000 for employee and family 	<p>You can contribute up to \$3,050 (2023 IRS limit, subject to change).</p>	
Do funds roll over from year to year?	Yes	No. This is a use-it-or-lose-it account. You can carry over up to \$610 into 2024.	
Will I receive a new debit card for 2024?	New HSA participants will receive a HSA Bank debit card at the end of the year to use in 2024.	No. You'll use your existing debit card in 2024	
What is the deadline to file claims for 2023 expenses?	N/A	Claims for eligible expenses incurred in 2023 must be filed by March 30, 2024	



Dependent Care FSA You can pay a portion of your child care or elder care expenses with pretax dollars by contributing up to \$5,000 (IRS limit). You have until March 15, 2024, to continue to incur eligible expenses using unused funds from 2023. Dependent Care FSA participants do not receive a debit card.

*HSA: If you're age 55 or older, you can contribute an additional \$1,000 as a catch-up contribution



Health Savings Account (HSA)

NOTE:
Only the
Cigna HDHP
medical plan
allows you to
open an HSA





ENROLL OR MAKE CHANGES

- BLOG
- HEALTH & WELLBEING
- FINANCIAL
- MODERN FAMILY
- EVERYDAY LIVING
- RESOURCES & CONTACTS

HEALTH SAVINGS ACCOUNT

Save money while you fund your healthcare.

The Health Savings Account (HSA) through [HSA Bank](#) is used to pay for current and/or future healthcare expenses. To be eligible, you must be enrolled in the [Cigna OAP HDHP](#) medical plan.

To give your HSA a boost, Snowflake contributes \$1,000 for single coverage and \$2,000 for those who cover dependents! These contributions will be deposited in equal installments each pay period, and are prorated for new hires and mid-year qualified life events.

[What's an HSA?](#) +

[FAQs and Documents](#) +



HDHP with HSA IRS Eligibility Rules



- **Must be enrolled** in the Cigna OAP HDHP w/HSA plan
- May not have a medical **flexible spending account** (including an FSA you may have through your spouse)
- **Cannot be claimed as a tax dependent** by anyone
- **May not be enrolled** in Medicare, Medicaid, or Tricare
- **May not be enrolled in any other non-HDHP medical plan** (e.g., you cannot have dual coverage through your spouse/domestic partner's PPO or HMO medical plan)





Health Savings Account Important IRS Info



Eligible Expenses

- A full list of HSA - eligible expenses can be found on the [Benefits website](#) and include expenses such your **annual deductible, coinsurance, and copayments and more.**
- You can also use money in your HSA to pay for dental and vision expenses.
- **HSA Debit card from HSA Bank available**
- **You can pay yourself back.**
Sometimes you'll incur an expense and not have enough funds in your HSA to cover it or you pay the provider directly. Once you do have the funds available, you can reimburse yourself for that expense.

Important IRS rules

- **Domestic Partners** are not federal tax-qualified dependents - you **cannot** use HSA funds to pay for your domestic partner's medical expenses.
- **Dependent children:** You **cannot** use HSA funds to pay medical expenses for your children unless they are still a qualified dependent on your tax return.
- **Keep your receipts.** The IRS will ask to see them if you are ever audited.





Benefits of an HSA



TRIPLE TAX ADVANTAGES

- **TAX-FREE** *
 - Contributions
 - Withdrawals
 - Interest and Earnings

USE IT TODAY...

- Medical, dental, vision
- **Annual rollover**
- Portable

... AND IN THE FUTURE

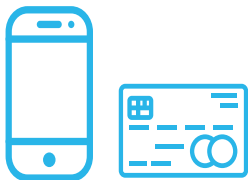
- **Grow your account**
- Balance earns interest
- Retirement savings

* Federally tax-free.
AL, CA and NJ tax HSA contributions.
NH and TN tax HSA interest and earnings.



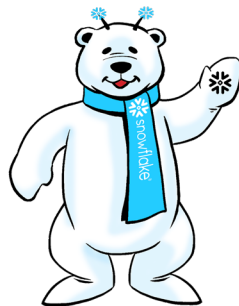


You can contribute pre-tax up to the IRS annual limits



EASY

MULTIPLE WAYS TO USE
YOUR MONEY



Individual:
\$4,150* per year
(plus \$1,000 if over 55)



Family:
\$8,300* per year
(plus \$1,000 if over 55)

* Limits include employer contributions from Snowflake
(\$1,000 Individual / \$2,000 Family)





38,000 ways to spend your HSA!



Over-the-counter drugs
Feminine care products
Home Covid-19 tests
Personal protective equipment (PPE)
Prescriptions
Copays & Coinsurance
Deductibles
Office Visits
Dental work
Orthodontia
Glasses & Contacts
Chiropractic
Massage
Acupuncture

Capital improvements to your home, such as ramps, railings and support bars
Mileage for travel to and from health appointments
Night guards
Bandages and other medical supplies
Birth control
Breast pumps
Sunscreen
Vaccinations and immunizations
Stop-smoking programs

Psychologists and therapy
Breast reconstruction surgery
Childbirth classes
Eye surgery, including laser eye surgery and Lasik
Fertility treatments and monitors
Flu shots
Hearing aids and batteries
Insulin
Lab fees
Physical therapy
Prescription sunglasses
Prosthesis





Flexible Spending Accounts (FSAs)

- **Healthcare (General or Limited)**
- **Dependent Care**
- **Commuter / Transit**





ENROLL OR MAKE CHANGES

FLEXIBLE SPENDING ACCOUNTS

Want more money in your pocket each month? Consider an FSA.

Flexible Spending Accounts (FSAs) allow you to set aside pre-tax dollars from your paycheck to pay for eligible out-of-pocket healthcare or daycare expenses. Our FSAs are administered through Navia Benefit Solutions.

VISIT NAVIA

(Company code: SNF)

What's an FSA?

A Flexible Spending Account (FSA) is a tax-advantaged spending account where you can set aside money for:

- Qualified medical, dental and vision expenses (Healthcare FSA, Limited Healthcare FSA)
- Qualified child care or other dependent care expenses (Dependent care FSA)

How much money can I contribute?

You can contribute up to the IRS annual maximum to your FSAs.

In 2023, the limits are:

- Healthcare/Limited Healthcare FSA: \$3,050
- Dependent Care FSA: \$5,000

These limits are set by the IRS and are subject to change.



Healthcare FSA +

Dependent Care FSA +



HEALTHCARE Flexible Spending Accounts (FSA)



Ways to spend your FSA!

Benefits Include:

- Contribute up to \$3,050 per year
(IRS has not announced 2024 limit yet)
- Pre-tax payroll deductions
- Tax-free withdrawals
- Access entire amount on 1st day of plan year
- Submit 2023 expenses up to 3/31/24
- Rollover up to \$610 each year
- **USE IT OR LOSE IT!**
- **You MUST re-enroll annually**



Copays & Coinsurance
Deductibles
Diagnostic services, including x-rays
Cleanings
Fillings
Root Canals
Crowns
Bridges
Implants
Dentures
Orthodontia
Occlusal guards for grinding



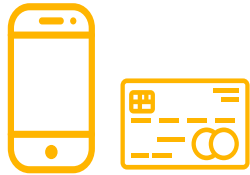
NEW! Reading glasses (over-the-counter)
NEW! Vision products/eye drops (over-the-counter)
Copays & Coinsurance
Deductibles
Diagnostic services & office visits
Optometrist/Ophthalmologist fees
Glasses
Prescription sunglasses
Contact lenses and solutions
Vision correction surgery (laser eye/lasik)
Corneal keratotomy
Radial keratotomy



Visit FSASStore.com for a full list of eligible expenses



HEALTHCARE Flexible Spending Accounts (FSA)



EASY

**MULTIPLE WAYS TO
SUBMIT CLAIMS**



\$3050

**2023 MAXIMUM
CONTRIBUTION**

Two Types of FSA Healthcare Accounts Eligibility Based on Health Plan Selection

1. GENERAL PURPOSE FSA

- For CIGNA PPO, Kaiser HMO and Snowflakes who waive medical coverage
- Medical, dental and vision expenses

2. LIMITED PURPOSE (LP) FSA

- For HDHP medical plan participants with HSA
- *Limited* to Vision and dental expenses
- Medical expenses eligible only AFTER HDHP deductible has been met





Why should I enroll?

- ✓ Save enough money to pay for three months of groceries or a gym membership for a year
- ✓ Rest easy knowing you have emergency funds for unexpected costs
- ✓ Does your child need ortho work, new glasses, or laser eye surgery in the future? Do you get many prescriptions?



\$900+ AVERAGE
ANNUAL SAVINGS



EMERGENCY
FUNDS



DON'T WAIT





DEPENDENT CARE FLEXIBLE SAVINGS ACCOUNT (FSA)



Get reimbursed for eligible childcare and elder care while you work. Dependents must be your children under age 13 and/or incapacitated adult tax-dependents



- Contribute up to \$5,000 per year per household
- Pre-tax payroll deductions
- Tax-free withdrawals
- Get reimbursed up to current YTD balance
- Submit 2023 expenses up to 3/31/2024
- You **MUST re-enroll annually** to have coverage
- **USE IT OR LOSE IT**





Pre-Tax Commuter Benefits



Transportation Spending Accounts

- Use tax-free dollars for qualified commute expenses
- Change amount or stop contributing any time
- Your balance **rolls forward** each calendar year
- Monthly Parking: \$300*
- Monthly Transit: \$300*

**IRS has not yet announced 2024 limits*

Enroll Directly at: naviabenefits.com Company Code: SNF





Questions?

