

HSA with Cigna HDHP



Let's cover the basics

- **Open Enrollment is 10/28/2024 thru 11/08/2024**
- **Plan Offerings for 2025**
 - OAP HDHP with HSA
 - OAP Preferred Provider Organization
- **What's changing for the 2025 plan year**
 - High Deductible Health Plan with Health Savings
 - Cigna deductible is changing to \$2,000 individual and \$4,000 family both In-network and Out-of-network
- **How to Find a Doctor in the network—it's as easy as:**
 - Logging on to: www.Cigna.com, you can register on myCigna.com or download the myCigna app and choose Find Care & Costs. You may also call the Customer Service Line at 800.244.6224 for assistance.
 - Choosing a network provider saves you money
 - **Note** please utilize www.Cigna.com if not currently enrolled
- **How do I know what my network is when choosing a provider?**
 - Your medical plan network is called: Open Access Plus



Plan Differences



OAP HDHP with HSA

- Premiums is lower, deductible and out-of-pocket are higher
- Deductible must be satisfied before insurance starts to pay
- Coinsurance amounts are 90% In-Network and 70% Out-of-Network
- Provider Network – Open Access Plus
- HSA bank account component
- Investment Options after \$1,000 threshold
- Portable - yours to keep
- Unused funds roll over from year to year

OAP Preferred Provider Organization

- Premium is higher, lower deductible and copays for certain services
- \$20 copay for certain services (office visits)
- Deductible must be satisfied before insurance starts to pay
 - Deductible could be satisfied faster since it is a smaller amount
- Coinsurance amounts are 90% In-Network and 70% Out-of-Network
- Provider Network – Open Access Plus

In-Network preventive care covered at 100% on both plans

Medical Plan Offerings

Standard	OAP HDHP with HSA		OAP Preferred Provider Organization (PPO)	
	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK
Deductible Individual Family	\$2,000 \$4,000	\$2,000 \$4,000	\$250 \$500	\$250 \$500
Coinsurance	90%	70%	90%	70%
OOP Maximums Individual Family	\$4,500 \$9,000	\$6,000 \$18,000	\$3,000 \$6,000	\$6,000 \$12,000
PCP Office Visit	90%*	70%*	\$20	70%*
Specialist Office Visit				
Urgent Care	90%*		\$20	70%*
Emergency Room	90%*		\$150 copay and plan pays 90%	



*Deductible must be satisfied before coinsurance applies

Who is eligible to participate in an HSA?

To contribute to an HSA, the IRS requires that individuals:



Must be enrolled in a qualified high deductible health plan (Cigna Choice Fund HSA is a qualified plan) on the 1st day of the month.

If your HSA medical plan effective date is other than the 1st of the month, your HSA will be established on the 1st of the following month.



Cannot have any other health coverage unless it is a qualified HDHP (this applies to the employee only)

- Not covered by spouse's medical plan (unless the plan is also a qualified HDHP)
- Not covered through Medicare Part A, Part B, Part D or through TRICARE
- Not covered through a general-purpose Flexible Spending Account (FSA) plan (either employer's or spouse's)



Cannot be claimed as a dependent on another person's tax return

5

Your HSA maximum contribution

The IRS has set the following limits for 2025:



Under age 55 and not enrolled in Medicare (based on a 12-month period):

- Up to \$4,300 individual coverage*
- Up to \$8,550 family coverage*

Age 55 or older:

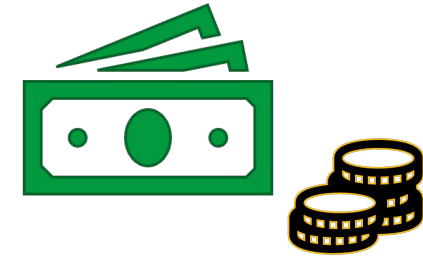
- Maximum contribution increases by \$1,000 (considered a "catch-up" contribution)
- Up to \$5,300 individual coverage*
- Up to \$9,550 family coverage*
- You can increase your HSA contribution by an extra \$1,000 per year through "catch-up contributions" starting in the calendar year, you turn 55.

*Contributions to your HSA that you receive from your employer and incentives count toward your maximum annual contribution limits.



Investments

Three Investment Choices



THE CHOICE OPTION

- Designated for the experienced Investor who actively manage their own investments from thousands of choices and different investment types delivered in a simplified experience
- Offers large range of stocks, mutual funds, exchange-traded funds (ETFs)
- Will not support government securities or options trading
- Can supplement investments in select or managed with additional choices

THE SELECT OPTION

- Designated for investors who want some guidance and the opportunity to make the final decision about their investments and allocations
- Presents customized list of 15-20 mutual funds to select from based on unique risk tolerance/investment objectives
- All funds are selected by an SEC-registered investment advisor (RIA)
- Organized by asset class and account holder profile

THE MANAGED OPTION

- Designed for investors who want the tailored guidance in the select option with a higher level of personalization
- RIA (Registered Investment Advisors) will actively manage/rebalance investments on behalf of the account holder
- Only ETFs (Exchange Traded Funds)
- Targeted to launch Q4 2024

HSA Investment Program



Effective Tuesday, Sept. 24th, you can only invest new HSA funds in the **HSA Invest program**. One-time, auto-sweep and recurring transfers from your HSA cash balance to Devenir and Schwab will stop.

For Devenir investors, you can still move money between existing funds and adjust asset allocations. To invest in a similar program, enroll in the Select option. [Get details on auto-rebalancing, liquidation and more](#)

For Schwab Health Saving Brokerage Account (HSBA) investors, the program changes to sell-only (no new purchases allowed) and any available cash funds at Schwab will automatically transfer daily to your HSA cash balance at HSA Bank. Only invested assets are held at Schwab. To invest in a similar program, enroll in the Choice option. [Get details on transfers, sweeps, liquidation and more](#).

Learn more about [HSA Invest and the transition](#) including the new investment options, key dates and how-to instructions.

Transition for current investors



You will receive emails giving you information and directions:

- Schwab “Brokerage” holdings (uninvested cash) transfer to your HSA starting 9/24/2024
- Investment holdings in Schwab are sell-only starting 9/24/2024
- Devenir will “transfer in-kind” to new HSA Invest environment – March 2025 You will be receiving more info about the Devenir transition in the coming months. Please check emails.
- Visit this site for more information about the transition
<https://hsabank.com/Members/Investment-Transition-Cigna>
- Any money directed into HSA investment account after 9/24/2024 will go into the new HSA Invest experience.

IMPORTANT REMINDERS:

- Money remains in your HSA cash balance until it’s invested, so it’s available for qualified medical expenses if you need it.
- Dividends and interest are automatically reinvested.
- Same-day enrollment, funding and trading means there’s no lag between buying and selling your investments.
- Better integration of cash balance and investment funds on one site and one app.
- Simplified process to enroll and invest

How do I open (or pre-enroll in) an investment account?

Create a user profile at
mycigna.com.

Click the “**Manage Investments**” link on the far left of page.



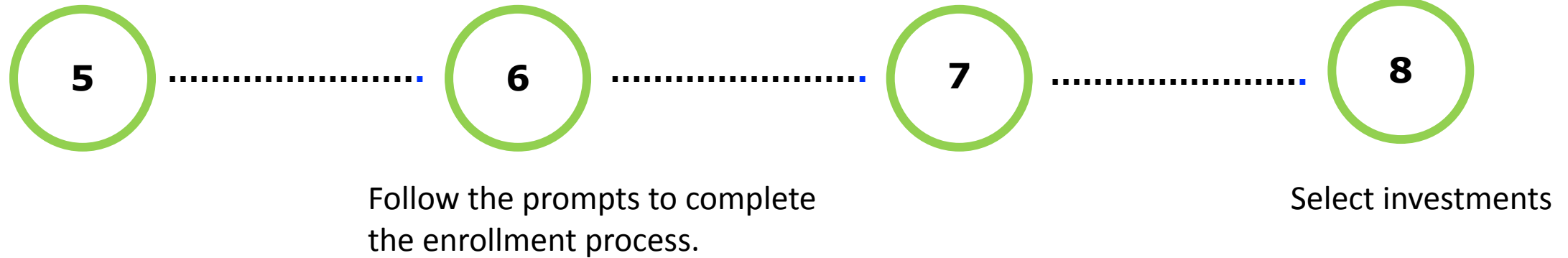
1. Go to **mycigna.com** and sign in – Click on “**Spending Accounts**” tab at top of page.
2. Then click “**Health Savings Account**” from the drop-down.
3. On the next page click “**Visit HSA Bank**” on the right side of the screen

Decide to enroll in Select and or Choice options.

How do I open (or pre-enroll in) an investment account?

Click the “Enroll Now” button for the program you selected.

After your accounts are created, you can begin investing through your HSA immediately without leaving the portal





Invest your HSA today to benefit tomorrow

Health Savings Accounts (HSAs) are often thought of just for healthcare savings. But they can also be a powerful addition to your investment portfolio. Investing your HSA funds can help you grow your account to save for future healthcare expenses or your retirement nest egg.*

Investing your HSA: A healthy boost for your future

1

The only way to get three tax perks:

You don't pay federal taxes on contributions, distributions for qualified medical expenses, or investment earnings.

3

The money is yours — for life:

HSA funds carry over every year, even if you change jobs or retire.

2

Build long-term retirement savings:

Investments cover future healthcare costs and build your retirement savings.

4

Move funds as needed:

You can transfer investment funds back into your HSA cash account at any time to pay for IRS-qualified healthcare expenses.

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Your self-directed investment options

Devenir Guided Portfolio investment program:

This is a user-friendly program that combines professional guidance with an easy-to-use platform. Perfect for new investors, this helps you create a customized investment allocation that fits your lifestyle and HSA investment goals.

- Competitive fund lineup with professionally selected, low-cost, no-load mutual funds covering a range of asset classes and families.
- Easy-to-use online planning tool to help you start investing and manage your investment account.
- Options to automatically adjust your investments following your preferred schedule and auto-rebalance to align with goals.
- Quarterly performance review of mutual fund selections by FINRA-registered investment advisors.
- Online access to account history, balance information, future elections, trades, and more through the Member Website.
- Access to Morningstar® pages, fund fact sheets, and prospectuses.
- Low-cost with no minimum investment and no commission on investment trades. Devenir's quarterly asset-based fees may be applied on the amount invested and deducted pro rata from the investment account.

Schwab Health Savings Brokerage Account:

This is intended for those who are knowledgeable, experienced investors who are seeking a wider range of investments or those who may be engaging with their own professional investment advisor.

- Wide range of investment options include stocks, bonds, mutual funds and Exchange Traded Funds (ETFs).
- Fractional share trading available in S&P 500 companies which is a 'slice' of stock that represents a partial share, for as little as \$5.**
- Access a variety of investment tools and services to help you choose the investments that are right for you, including the Schwab Portfolio Checkup, customizable screens and lists of prescreened funds.
- Automatic investing is available in qualified mutual funds.
- Manage your account and place trades on Schwab.com, Schwab Mobile app or over the phone through a Schwab Registered Representative.
- Find the right investments for you with access to powerful proprietary research tools on Schwab.com as well as independent, third-party research from leading providers.
- Transaction fees and commissions may be applied by Charles Schwab.

SECURITIES AND INVESTMENTS

Not Insured by FDIC or Any Other Government Agency	Not Bank Guaranteed	Not Bank Deposits or Obligations	May Lose Value
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*You may be required to keep a minimum balance in your HSA cash account to invest funds.

Schwab Health Savings Brokerage Account (HSA) is offered through Charles Schwab & Co., Inc. (Member SIPC), a registered broker/dealer, which also provides other brokerage and custody services to its customers. Devenir Mutual Fund Selection Option is provided by Devenir Group LLC, a Registered Investment Advisor that selects and monitors the performance of the mutual fund lineup.

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