What is an HSA

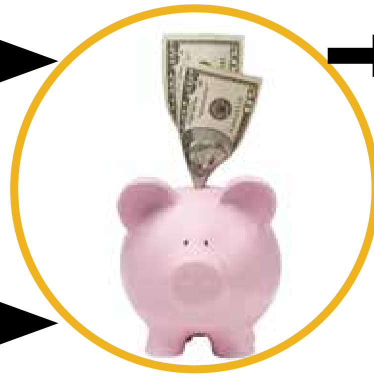
A Consumer-Driven Health Plan (CDHP), coupled with a Health Savings Account (HSA), is an innovative health plan that helps to reduce health care costs. By actively engaging you in decisions about your health care, this type of plan provides you with more choice, flexibility and control over how you spend your health care dollars.

How it Works

Pre-Tax Annual ATW Contribution
$500 Individual
$750 Family

Pre-Tax Employee Contribution
$ amount elected by Employee
Deducted from payroll pre-tax

HSA



Pay Claims up to Deductible
$2,700 Individual
$5,400 Family

Coinsurance Responsibility
20% In-Network

Maximum Annual Out-of-Pocket
$4,000 Individual
$8,000 Family

Note: Employee responsibility shown is based on in-network utilization. Deductible, coinsurance and out-of-pocket maximum will be higher out-of-network.

What Are The Benefits?

- You can contribute pre-tax payroll deductions to your HSA up to the IRS annual maximum of $3,500 for an individual and $7,000 for a family (includes ATW contribution).
- ATW will also contribute to your HSA to help fund first dollar expenses.
- Funds withdrawn from your account to pay for qualified medical expenses are tax-free.
- Your HSA balance will grow with tax-free interest.
- Any unused funds in your HSA will roll over from year to year – the money in the account is yours, even if you leave ATW or retire.

What Are Qualified Medical Expenses?

Qualified medical expenses are anything you would usually pay for out of your own pocket, including (but not limited to) doctors' visits, prescriptions, glasses/contacts, and even some over-the-counter medications with a prescription. A full listing can be found in IRS Publication 502 at www.irs.gov.

How Do I Open An Account?

Enroll in the ATW CDHP medical plan during your meeting with a benefit counselor and select to open an HSA through Optum Bank, along with the amount you wish to be funded to your account on a pre-tax basis through payroll deduction.

What If I Already Have an HSA through Optum Bank?

If you have an HSA through Optum Bank that was established through your current employer, you can continue to use this account/debit card in 2018. However, you will need to re-elect the amount you wish to contribute to the account.

Can I Invest My HSA Dollars?

Yes, you can choose to invest your HSA dollars in mutual funds once you reach your investment threshold. Visit optumbank.com for more details.