




Health Savings Account Welcome Kit

Enclosed is everything you need to learn how to use your **BPC** HSA from  **Avidia** Bank .

Administered by

**BPC**

For Participants of

 **Carle**

# Congratulations!

Thank you for opening a Health Savings Account (HSA) with Avidia Bank and BPC. Our goal is to provide an affordable and convenient approach to begin saving for your medical expenses. We provide personal customer service as well as online and mobile access to a BPC WealthCare Portal containing tutorials, tools and other valuable resources.

## Sticking to the basics

A Health Savings Account (HSA) enables you to save, invest and spend funds for qualified medical expenses on a tax-advantaged basis. Unused funds roll over from year to year and continue to grow tax-free.

### HSA Eligibility Recap

To be eligible to open and contribute to an HSA you must meet all of the following criteria, as defined by the IRS for 2015:

You are covered by a Qualified High Deductible Health Plan (QHDHP).

The minimum required deductibles for an QHDHP cannot be less than:

Individual Coverage: \$1,300      Family Coverage: \$2,600

The maximum out-of-pocket expenses are capped for individual and for family coverage. The maximum out-of-pocket limits are:

Individual Coverage: \$6,450      Family Coverage: \$12,900

You are not covered by another non-qualified health care plan, such as a health plan sponsored by your spouse's employer, Medicare or TriCare.

Flexible Spending Account (FSA) participation is restricted to dental, vision, or post-deductible medical expenses.

You cannot be claimed as a dependent on another individual's tax return.

## What's next?

This Welcome Kit provides an overview of how your HSA works, including accessing your account online, contributing and using your funds, maximizing contributions and utilizing online tools within the BPC WealthCare Portal. You will receive the following material shortly:

- Welcome letter with your account number
- Welcome e-mail with login instructions
- HSA debit card (within 10 business days)

## Use this kit to get started

Now that your account is open, you can begin making deposits as well as using funds to pay for qualified medical expenses.

Read through this guide for helpful hints and guidance on how to take control of your health care costs and begin saving for your future medical expenses.



## BPC BENEFITS APP

Access your FSA, HSA or HRA benefits from the pharmacy, eye doctor or anywhere you need access with the BPC Benefits Mobile App for Apple and Android devices.

- > Photo capture receipts
- > Submit and reconcile claims
- > Get real-time account balances
- > Communicate with BPC Specialists

### Register Online

Visit [mywealthcareonline.com/bpcinc](http://mywealthcareonline.com/bpcinc)

Enter Employee ID: Carle Bade ID

Enter Employer ID: BPCTCF

# Contributing is a SNAP!

Contributing funds lowers your taxable income allowing you to build a “nest egg” for future health care expenses. Contributions to your HSA may be made by you, your employer or anyone; however the preferred tax treatment will only be realized by you.

You can contribute money to your account in several convenient ways including:

**Direct Deposit** – Direct deposit can be facilitated through the BPC WealthCare Portal by your employer or by your payroll provider. These contributions can be deducted from your paycheck on a pre- or post-tax basis depending upon your employer’s benefit program

**Funds Transfer** – Within the BPC Wealth you can make one-time electronic transfers from other financial institutions. They are fast and easy!

**Account Transfer** – If you have an existing Health Benefit Account or IRA, you may be eligible to either Rollover or Transfer the funds to your new HSA. Required forms are available within the BPC WealthCare Portal or you may contact Avidia Bank for further assistance.

**Checks** – If you prefer, you can send us a check by mail to Avidia Bank, PO Box 370, Hudson MA 01749. The check should be made payable to Avidia Bank and either include a deposit slip from your checkbook or simply write your account number in the memo line.

## 2015 Employer Contribution

Carle will make two contributions annually

January: \$250 July: \$250

## 2015 HSA Contribution Limits

Single: \$3,350 Family: \$6,550

## 2015 Catch up Contributions

Participants age 55 or older may make additional contributions above the set HSA maximum.

Single: \$1,000 Family: \$1,000

## Maximizing Your Contributions

As you decide how much to contribute, it’s important to note that contributing the maximum allowable amount helps you to get the most from your HSA. At the very least, you’ll want to contribute enough to cover anticipated healthcare expenses and contributions may be made until April 15 for the previous calendar year. Additionally if you are 55 or older, you are allowed to make a \$1,000 catch up contribution. The tax advantages of an HSA make it a powerful long-term savings vehicle.

Keep in mind that HSA contribution limits established by the IRS may change each year and you must not over contribute to avoid adverse tax consequences.



## A Great Savings Example:

A contribution of \$50 a month over 25 years:

Tax savings	Balance
\$4,148	\$21,876

Increase the contribution to \$200 a month over 25 years:

Tax Savings	Balance
\$16,590	\$87,502

Max. Family Contribution of \$6,550 a year over 25 years:

Tax Savings	Balance
\$45,277	\$245,972

\*For illustrative purposes only. Savings calculations are based on a federal tax rate of 15%, state tax rate of 5% and 7.65% FICA. Balance calculations assume an average interest rate of 3%. Actual results may vary.

Does this sound complicated? Well don't worry, there are tools within the BPC WealthCare Portal that will help you monitor your contributions and help prevent over contributing. Additionally, contact us if you have questions, 800-355-2350. We are here to help.

# 2015 QHDHP Plan Premiums & Savings

One of the advantages to your HSA is the cost-savings on your insurance premiums. The charts below show your QHDHP premium and just how much you can expect to save on premiums alone. Please note these charts do not reflect the portion of the premium Carle pays on your behalf.

## FULL TIME BiWEEKLY PREMIUMS & SAVINGS

(budgeted more than 32 hours per week, 24 pay periods (pp))

	PPO Premium	QHDHP Premium	Pay Period Savings	Annual Savings
Employee	\$49.87	\$35.00	\$14.87	\$356.88
Employee & Spouse*	\$112.84	\$75.25	\$37.59	\$902.16
Employee & Children	\$95.38	\$63.60	\$31.78	\$762.72
Family	\$148.40	\$109.96	\$38.44	\$922.56

## PART TIME BiWEEKLY PREMIUMS & SAVINGS

(budgeted less than 32 hours per week, 24 pay periods (pp))

	PPO Premium	QHDHP Premium	Pay Period Savings	Annual Savings
Employee	\$99.74	\$70.00	\$29.74	\$713.76
Employee & Spouse*	\$225.68	\$150.50	\$75.18	\$1804.32
Employee & Children	\$190.76	\$127.20	\$63.56	\$1525.44
Family	\$296.80	\$219.92	\$76.88	\$1845.12

\*Includes same-sex domestic partner. If your partner is not a qualified IRS tax dependent for purposes of the plan, the value of Carle-provided medical coverage for your partner will be treated as taxable income to you.

# Out-of-Pocket Expenses

Below are details of your 2015 Qualified High Deductible Health Plan (QHDHP). You can use funds from your HSA to pay for out-of-pocket expenses.

Administered by:



	QHDHP Plan	
	In-network	Out-of-network
Preventive Care	\$0	50% after deductible
Annual Deductible (individual/family) What you pay before insurance begins sharing the cost	\$2,000/\$4,000	\$4,000/\$8,000
Coinsurance What you pay for visits and services after you meet the deductible	20% after deductible 10% after deductible for Healthy Partners	50% after deductible
Office Visits	20% after deductible 10% after deductible for Healthy Partners	50% after deductible
Emergency Room Visit	20% after deductible	
Pharmacy	Pay full price for prescriptions until deductible is met. Co-pay for retail 30-day supply: \$10/\$40/\$80/\$200/\$300/50% after deductible Co-pay for mail order 90-day supply: \$27.50/\$110/\$220 after deductible	
Annual Out-of-Pocket Maximum (individual/family) The most you will pay in 2015 when you use the health plan	\$4,000/\$8,000	\$25,000/\$75,000

# Paying for Healthcare the Easy Way

Because you have enrolled in a Qualified High Deductible Health Plan, you no longer have to submit claims or wait to be reimbursed for medical expenses. With your HSA, accessing your funds to pay for qualified medical expenses is simple and tax free. When you need access, the following options are available:

**BPC Benefits Debit Card** – Whether you are at the doctor’s office or pharmacy, simply swipe your card and you’re done. If you are paying by mail, phone or online just provide your BPC Benefits debit card number to complete your transaction. Additionally if you already have a BPC Benefits Card for an FSA, you may simply use the same card!

**Checks** – If you prefer to write checks, they can be ordered while opening your account at no charge and provide an alternative payment method. Although this is a conventional approach, you can’t go wrong by writing a check.

**Bill Pay** – Within the BPC WealthCare Portal you can enroll for the Bill Pay feature. Once enrolled you can add your payees.

**Reimbursing Yourself** – If you do not have enough funds in your HSA or prefer to pay out-of-pocket for qualified medical expenses, then keep your receipts. Later on you can choose to reimburse yourself.

## Qualified Medical Expenses

Qualified medical expenses are those directly related to the alleviation or prevention of physical or mental illness. Amounts paid for over-the-counter drugs are no longer qualified medical expenses unless prescribed by a doctor. This requirement does not apply to expenses such as insulin and diabetic supplies, bandages, band-aids or contact lens supplies. Expenses generally can be for yourself, your spouse, or your dependent children regardless of whether they are covered by your health plan. HSA funds can be used to pay for qualified medical expenses such as:

- Medical Care
- Dental
- Deductible Payments
- Certain Health Care Premiums (Cobra, LTC, Medicare A/B/C/D)
- Vision
- Prescription
- Medical Equipment
- Physicals
- Chiropractic



## Keep Great Records!

Keep track of your expenses and payments by using the BPC WealthCare Portal to see balances, view transactions, create reports and upload receipts. Also, based upon your health plan, some of your expenses may apply toward your deductible. If you use your HSA funds for non-qualified medical expenses, and are under the age of 65, you may incur a 20% penalty and owe income taxes on the amount used. However, qualified medical expenses remain tax free after age 65.

For additional information on how to use your funds, manage your expenditures, using Bill Pay, re-ordering a BPC Benefits Debit Card or help in determining if an expense is qualified, please visit [mywealthcareonline.com/bpcinc](http://mywealthcareonline.com/bpcinc) or call us at 800-355-2350.

# HSA Investment Options & Tax Advantages

Since your HSA is a tax-exempt account, it makes sense to use it to its fullest by making regular contributions. During the year, if you don't use all of your HSA funds they roll over for future use.

Once your HSA reaches the \$1,000 balance threshold, within the BPC Wealthcare Portal you can self enroll for the Devenir investment account\* (Figure 1). Based upon your objectives, there are 13 Mutual Funds to select from.

You can use the transfer feature within the portal to move funds between the investment and transactional component of your HSA.

## HSAs Offer a Triple Tax Advantage

1. Money goes in tax-free - Most employers offer a payroll deduction plan that allows you to make contributions to your HSA on a pre-tax basis. The deduction is deposited into your HSA prior to taxes being applied to your paycheck, making your savings immediate. You can also contribute to your HSA post-tax and recognize the same tax savings by claiming the deduction when filing your annual taxes.
2. Money comes out tax-free - Eligible medical purchases can be made tax-free when you use your HSA. You can also pay out-of-pocket for eligible medical expenses and then reimburse yourself from your HSA. You can use your benefits debit card, online bill pay or write a check.
3. Earn interest tax-free - The interest on HSA funds grows on a tax-free basis. Unlike most savings accounts, interest earned on an HSA is not considered taxable income when the funds are used for eligible medical expenses.

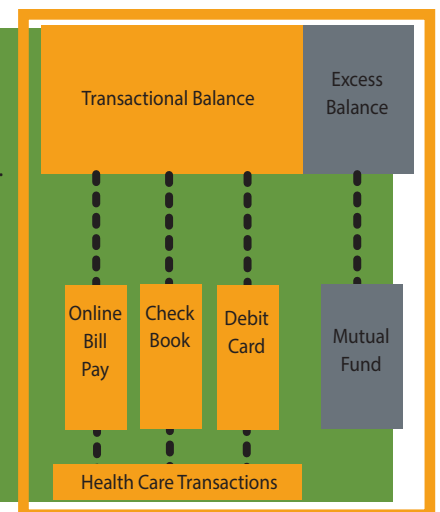
The only time you may pay taxes or penalties on your HSA funds is if you make a non-eligible purchase or if you contribute more than the yearly maximum contribution limit. However, both circumstances can be corrected free of tax penalties by April 15 of the following calendar year.

## How can an HSA help secure my retirement?

Participation in an HSA allows you to invest both pre- and post-tax dollars to prepare for retirement. Although your funds can be used to pay for immediate healthcare expenses tax-free, you can also save the money for healthcare expenses later in life. Whether you withdraw the money tomorrow, five years from now, or in retirement, funds use for qualified healthcare expenses are always tax-free.

### Who is Devenir?\*

- Devenir is the leading HSA Investment advisor in the country.
- As an HSA pioneer, Devenir has gained a wealth of experience and deep understanding of the HSA market.
- Devenir features clients of all sizes, ranging from small community banks to Fortune 500 companies.
- Devenir's primary focus is to provide investment solutions for HSA accounts.
- The combination of Devenir's size and experience provides an economies of scale allowing for the elimination of sales loads typically found in other HSA mutual fund offerings.



\*-Are not insured by the FDIC  
-Are not deposits or other obligations of Avidia Bank and are not guaranteed by Avidia Bank; and,  
-Are subject to investment risks, including possible loss of principal invested.

(Figure 1)

# Managing Your Account and Other Helpful Suggestions

You are in complete control of your HSA. Here is some helpful information to assist in managing your account:

**Adding Authorized Signers or Beneficiaries** – For your convenience we have provided easy to complete on-line forms.

**Transferring Funds to Your HSA** – If you would like to transfer or rollover funds from an existing HSA or IRA, we provide easy-to-follow on-line forms.

**Tax Information** – At year end, Avidia Bank will send you the following:

- 1099 SA – Received by January 31 and shows your annual distributions
- 5498 SA – Received by May 31 and shows your annual contributions

When you receive these forms and you feel there is an error, please contact Avidia Bank at 800-508-2265. We will work with you to make corrections and provide a corrected form.



## BPC WealthCare Portal allows 24/7 access to:

- Account balances and history
- Deposit and withdrawal capabilities
- Important forms and documents
- Up-to-date history
- Recent news and benefits updates
- Account statements
- Investment options

## Thank you!

We are proud to serve as your HSA administrator. We appreciate your business and look forward to providing you the highest level of service and support. Our goal is to ensure that you maximize the benefits of participating in a Health Savings Account. To that end, we are constantly seeking ways to provide a better customer experience. Please let us know if there is anything we can do to improve the level of service.

### HSA Plan Service Provider:

BPC  
2110 Clearkale Blvd., Suite 200  
Champaign, IL 61826  
800-355-2350  
[www.bpcinc.com](http://www.bpcinc.com)

### HSA Custodian:

Avidia Bank  
42 Main St  
Hudson, MA 01749  
Tel – 800-508-2265 (7x24)  
Email – [hsa@avidiabank.com](mailto:hsa@avidiabank.com)  
[www.hsavidiabank.com](http://www.hsavidiabank.com)