

HEALTHCARE ACCOUNTS



Make healthcare more affordable.

Rising medical expenses have employers and employees looking for smarter ways to cover costs. Tax-advantaged healthcare benefit accounts can help them both. TASC Universal Benefit Account® offers multiple options that can be combined to create the best benefit plan for each employer.

Health Savings Account (HSA)

Employers who offer a **High-Deductible Health Plan (HDHP)** can add an HSA benefit to help employees set aside money on a pretax basis to pay for current healthcare expenses **and** save for those in retirement when the cost of medical care is typically even higher.

HSAs have no limit on carryovers or when the funds may be used. With no risk of forfeiture, employees may contribute the maximum allowed each year, worry-free. Unused funds roll into the next year and any amount over \$2000 may be invested into top-rated mutual funds for long-term appreciation and tax-free earnings on interest. Similar to a ROTH IRA, the HSA grows tax-free, but with the added benefit of a current pretax deduction.

All HSA funds belong to the account owner (employee) and are held by a custodial bank until a disbursement is requested.

Flexible Spending Accounts (FSA)

With a **Healthcare FSA** the employee elects an annual dollar amount to be deducted from their pay, pretax, and contributed to the FSA. These funds are used to pay for eligible out-of-pocket healthcare expenses including copays and deductibles, prescriptions, and more throughout the plan year.

FSAs are an excellent way to customize a healthcare program by complementing an employer-sponsored HRA or HSA to cover additional healthcare expenses. For instance, an employer could offer a **Limited Purpose Healthcare FSA** for vision and dental plan expenses only. Using category-specific accounts minimizes the impact of account limits and optimizes employees' healthcare dollars.

TRIPLE TAX ADVANTAGE

1

HSA contributions are pretax.

2

Earned interest on investment funds is tax-free.

3

Withdrawals for qualified medical expenses are tax-free.

CARRYOVER AVAILABLE

Any amount of Healthcare FSA funds may be carried into the next plan year.

For Plan Years ending in 2020/2021

(employer elected)



The IRS sets contribution limits annually for each healthcare account category.

View current limits at: www.tasconline.com/benefits-limits

Health Reimbursement Arrangements (HRA)

An HRA benefit lets employers set aside a specific amount of tax-free dollars for employees to use for qualifying healthcare expenses. Employees choose the healthcare services they want, which may include health insurance, and the employer reimburses them up to the allowed amount. Unused funds roll into the next plan year for future reimbursements.

TASC also offers the following HRA options:

- **Limited Purpose HRA** to only reimburse for a specific type of coverage, such as a **Vision HRA**, **Dental HRA**, and **Orthodontia HRA**.
- **Individual Coverage HRA (ICHRA)** to help employees pay for individual health premiums (no IRS limits).
- **Excepted Benefit HRA (EBHRA)** to reimburse certain medical expenses for employees eligible to participate in a traditional group health plan offered by the employer, and is excepted from ACA requirements.
- **Retiree Funded HRA** and **Integrated Funded HRA (FHRAs)**

Healthcare Premium Reimbursement Account (aka, NESP)

These accounts allow employees to make pretax contributions into a separate reimbursement account for individual insurance premiums. Employees can use their TASC Card to purchase their health-related insurance premiums or they can submit the premium expense for reimbursement. Employers can also contribute to these accounts, but the participant must be the majority contributor. While there is no IRS cap on this benefit account, it is subject to the “use-it-or-lose-it” rule.

THE TASC CARD

Every participating employee receives a TASC Card backed with multiple value-added card features to easily access and manage every benefit account they're enrolled in.

Smart. Easy. Connected.

The TASC Card is issued by MetaBank, Member FDIC, pursuant to license by Mastercard International Incorporated. Mastercard is a registered trademark, and the circles design is a trademark of Mastercard International Incorporated.



- ✓ MyCash
- ✓ TASC Card Lock
- ✓ TASC Wallet
- ✓ Use anywhere Mastercard® is accepted