Employer Update

February 2009

NEW YEAR – NEW DEDUCTIBLE - Help employees optimize their HSA funds.

Deductibles can be daunting. HSA Bank provides the following resources to help your employees optimize their healthcare and HSA funds:

- *Optimizing Your Healthcare* - Brief PowerPoint presentation with information about asking healthcare questions, wellness, eligible medical expenses, payments & prices, additional healthcare resources, and saving for future healthcare expenses
- *Consumer Tips: Embracing a Healthier Lifestyle** - Email/flyer that outlines the benefits of preventive exams, wellness, and healthier choices
- *Consumer Tips: Getting the Services You Need** - Email/flyer that includes tips on becoming an educated healthcare consumer
- *Consumer Tips: Limited HSA Funds** - Email/flyer that includes information on rollovers, reimbursements, & payment plans
- *Eligible Medical Expenses** - Email/flyer that explains tax-free use of HSA funds

*This information is available in the Communication Kit, which you can download by logging in to the Employer Site. (Point to *Resources* and click on *Training Materials*.) You can also request a complimentary Communication Kit CD by emailing businessrelations@hsabank.com.

IMPORTANCE OF USING YOUR GROUP ONLINE ENROLLMENT LINK

If you are using Group Online Enrollment (GOE) for opening your employees' HSAs, **congratulations!** You have selected a convenient option that saves paper and reduces the need for paper-based signatures. Now that you are set up, please make sure your employees are using your customized Group Online Enrollment link to complete their application. You can obtain your link by logging in to the Employer site at https://secure.hsabank.com/employer/main/login.aspx. Once you are logged in, point to the *Group Online Enrollment* heading and click on *Administration*.

*If you were using *immediate* or *batch* processing during open enrollment, you may want to change to *by approval* until the next enrollment period. The *by approval* method allows submission of applications without an enrollment file. Please contact Business Relations for details.

MAXIMIZE HSA TAX SAVINGS: 2008 contributions can be made by you or your employees until April 15, 2009.

2008 IRS Limits (Regardless of Deductible)	
Individual	**Family**
$2,900	$5,800

All 2008 contributions must indicate the contribution year. Please note the following deadlines:

Online contributions: *April 14, 2009 (Must be submitted by 2:00 p.m., CT)*
Wire contributions: *April 15, 2009 (Must be received by 12:00 p.m., CT)*
Mailed contributions: *Received by April 15, 2009*

WE VALUE YOUR OPINION

Please take 3-5 minutes to complete a brief survey about your enrollment, contribution, and general experiences with HSA Bank. Responses will be accepted until March 6, 2009.

http://www.surveymonkey.com/s.aspx?sm=WcZGUSbwbWiAvflVWwkllg_3d_3d

END OF YEAR INFORMATION

Employees who were signed-up for electronic statements received notification of tax form availability through Internet Banking. Paper copies of tax forms were mailed to those who receive paper statements. The following documents were provided by HSA Bank:

- ***Year-End Status Report:*** Mailed with accountholder statements in January 2009, also available through Internet Banking
- ***IRS Form 1099-SA:*** Mailed with accountholder statements in January 2009, reflects distribution activity for 2008
- ***IRS Form 5498-SA:*** Completed by HSA Bank as of December 31, 2008 and mailed to accountholders in January, 2009. HSA Bank will send this form to the IRS between April 15, 2009 and May 31, 2009. It reports the total contributions for the 2008 tax year.

Additionally, employees will need the following documents when completing their taxes:

- **IRS Form 8889:** Available on the IRS website (http://www.irs.gov/pub/irs-pdf/f8889.pdf). This form must be completed and attached to IRS Form 1040.
- **W-2:** Provided by the employer. This form will provide the total pre-tax contributions made by both the employer and the employees.

HSA Bank's Business Relations Coordinators can be reached at (866) 357-5232, Monday through Friday, 7 a.m. to 7 p.m., Central Time.

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