

HSA plan options

Is an HSA your path to a more secure retirement?

Did you know an HSA can help you reach your retirement goals? You can use it now to pay for eligible healthcare expenses tax-free,¹ but you can also save your contributions (including the \$250 Ameriprise contribution) and roll them over from year to year and accumulate a balance to use for medical expenses in retirement. There's no "use-it-or-lose-it" rule and you take your HSA with you when you leave Ameriprise.

Not only does money go into your account tax-free, but you never pay taxes on it or the earnings, as long as you use it for IRS-eligible medical expenses. In 2023, you can set aside \$3,850 for individual coverage or \$7,750 if you have family coverage.

Account options for your Health Savings Account

You can choose from three different account options that provide unique benefits, depending on how you use your HSA. Review the account options carefully to determine which option is most appropriate for how you intend to use your HSA.

If you elect the HSA, Optum Bank will mail you an enrollment packet. Review this information and select the account option that matches how you plan to use your HSA. If you don't make a selection, you will use the default option of the Health eAccess HSA.

Once you enroll in the HSA, if you would like to change account options, please contact Optum Bank at 1.866.234.8913.

	Health eSaver HSA	Health eAccess HSA	Health eInvestor HSA
Monthly fee	\$3 (if balance < \$5,000) \$0 (if balance > \$5,000)	\$1 (if balance < \$500) \$0 (if balance > \$500)	\$3 (if balance < \$5,000) \$0 (if balance > \$5,000)
Pays interest	Yes	No	Yes
Ability to invest balance	Yes	Yes	Yes
Minimum investment balance required	\$2,000	\$2,000	\$500
Monthly investment fee	None	\$3	\$2.50
Who may be interested in this option	You get easy access to pay for expenses with your HSA, including competitive interest rates, moderate fees and the option to invest balances with no additional fee.	This type of account works well if you are an active user of your HSA and withdraw funds frequently. It offers the lowest fees if you carry a small HSA balance. No interest is paid with this account.	If you don't spend your funds often — and use your HSA mainly to invest and grow your balance — this account might be a good option. It offers competitive interest rates and a lower required balance to start investing your funds.

For more information about how an HSA works, including eligibility, review the Medical Plan SPD.

¹ You can receive tax-free distributions from your HSA to pay or be reimbursed for your qualified medical expenses. If you receive distributions for reasons other than qualified medical expenses, the amount you withdraw will be subject to income tax and may be subject to an additional 20% penalty tax.