



**Have your paycheck work harder for you with a Health Savings Account and enjoy tax-advantaged savings.**

## Now there's a simple way to make your healthcare dollars go further

Employees who are enrolled in a High Deductible Health Plan (HDHP) can open a MetLife Health Savings Account (HSA),<sup>1</sup> which can make a big difference today and tomorrow.<sup>2</sup> You can pay for out-of-pocket qualified healthcare expenses with pre-tax dollars. Think of it as triple-tax advantage — you'll save on taxes when you contribute, use untaxed dollars to pay for qualified healthcare expenses, and enjoy tax-free investment growth for future needs, like retirement healthcare expenses.<sup>3</sup>

You can have contributions deducted from your paycheck pre-tax and deposited into an HSA — up to \$3,650 for individuals and 7,300 for a household annually in 2022, plus an annual catch-up contribution of up to \$1,000 for account holders 55 years of age and over.<sup>4</sup> The funds in your account also can grow through interest and investments, and funds not used to cover expenses will accumulate and continue to grow from year to year, which can help you in the near or distant future.

**2-3x** higher than industry average interest rates on MetLife Health Savings Account cash deposits.<sup>5</sup>

### Here are some examples of what a Health Savings Account covers:

- Copays, coinsurance and deductibles
- Office visits, X-rays and lab work
- Qualified vision and dental expenses
- Prescriptions and OTC medications and supplies without a prescription
- Items such as blood pressure monitors and diabetic testing supplies

#### Enroll today!

For questions, please call MetLife at

**1 800 GET-MET8**

**1 800 438-6388**

**Save up to 30% on qualified products and expenses using your pre-tax dollars.<sup>6</sup>**

## Health Savings Account (HSA)

A portable tax-advantaged benefit that helps make qualified healthcare expenses more affordable as you save and grow your money.



---

### Valuable features make it easy for you

- Seamless enrollment process and account setup
- Easy payments using a single, smart, multipurpose debit card that knows which of your accounts to tap into
- 24/7/365 account access through the easy-to-use online portal and mobile app
- Enhanced mobile app technology with the ability to scan bar codes to determine eligible expenses
- Tailored educational resources and decision support tools and one-click answers to your benefits questions

- 
1. An HSA is an account owned by the employee. Unlike FSAs, HRAs and Commuter Benefits, the employer does not sponsor the HSA. The employer does, however, sponsor a high deductible health plan and allow employees to make pre-tax salary reduction contributions to the HSA.
  2. You can contribute to an HSA if: (1) you are not covered under any other health plan that is not a qualified HDHP, including a general-purpose healthcare Flexible Spending Account (FSA) or Health Reimbursement Account (HRA), or if you are not covered under TRICARE; (2) you are not enrolled in Medicare or Medicaid and (3) you cannot be claimed as a dependent on another person's tax return.
  3. HSA funds used for non-qualified medical expenses are taxed and subject to a 20% penalty if the HSA holder is less than 65 years of age. Beginning at age 65, HSA funds for non-qualified medical expenses are taxed, but do not incur any penalty.
  4. Contribution limits are subject to change and should be checked on an annual basis on the IRS website. Limitations apply. See IRS publication 502 available at <http://www.irs.gov/pub/irs-pdf/p502.pdf> for a list of qualified expenses. In addition, there may be legislation or additional publications that may modify or expand available qualified expenses. Employees should refer to their employer's plan document(s) for the latest list of qualified expenses under their plan.
  5. MetLife Internal Analysis (last updated November 2020). Cash savings balances in an HSA earn interest through a funding agreement issued to the custodian bank, are not FDIC insured, and are subject to the financial strength and claims paying ability of Metropolitan Tower Life Insurance Company. The interest rates earned on the assets allocated to the funding agreement option are declared to the custodian and are guaranteed for at least 12 months from the date the interest rate is declared. There may be different interest rates applicable to different allocations depending upon when the allocation was made to the funding agreement option. The funding agreement option provides the investor with a stable rate of return over time. Metropolitan Tower Life Insurance Company may earn a spread from assets allocated to the funding agreement option available under HSAs.
  6. Savings are based on estimated Federal, State and Local tax rate of 30%. The amount participants can save in taxes will vary depending on various factors, such as the amount they set aside in the accounts, their annual earnings, whether or not they pay Social Security taxes, the deductions they claim on their tax returns, their tax brackets and their state and local tax regulations. Participants should check with their own tax advisors for information on how their participation will affect their tax savings.
  7. It is the employee who determines whether to invest funds, and the employee selects those investments from the platform made available through MetLife.

Like most group benefit programs, benefit programs offered by MetLife and its affiliates contain certain exclusions, exceptions, waiting periods, reductions of benefits, limitations and terms for keeping them in force. Nothing in these materials is intended to be, nor should be construed as, advice or a recommendation for a particular situation or individual. Participants should consult with their own advisors for such advice. Federal and state laws and regulations are subject to change.

