

## Harness the power of a Health Savings Account

Marvell Semiconductor Inc.

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## Invest in your healthcare

HSAs are tax-advantaged accounts that let you put aside money for current and future healthcare costs while saving on taxes.



## Get the 'tripletax advantage' only with HSA

- ✓ Tax-free contributions
- ✓ Tax-free account growth
- Tax-free spending for qualified medical expenses

HSAs are never taxed at a federal income tax level when used appropriately for qualified medical expenses. Also, most states recognize HSA funds as tax deductible with very few exceptions. Please consult a tax advisor regarding your state's specific rules.



Health**Equity** 

# HSA funds roll over year after year

✓ No 'use-it-or-lose-it'

 ✓ Funds don't expire at the end of a plan year

✓ Keep your HSA forever



#### Tax-free spending on qualified medical expenses

#### Medical care

- Doctor visits and copays
- Hospital services
- Telehealth

#### Vision

- Eye exams
- Prescription glasses/contacts
- LASIK surgery

#### Dental

- Teeth cleaning
- Dental reconstruction
- Orthodontia

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#### Personal health

- Over-the-counter pain relievers
- Period care products
- Crutches



- Chiropractic care
- Acupuncture
- Massage\*

\*May require letter of medical necessity



#### Mental health

- Therapy sessions\*
- Prescriptions
- Treatment for substance abuse disorder

#### HealthEquity.com/HSA-QME



HealthEquity and The HSA Store are separate, unaffiliated companies and are not responsible for each other's policies or services



## Who can you spend your HSA funds on?

A. Yourself
B. Your spouse
C. Your eligible tax dependents
D. All of the above

## All of the above

You can use your HSA to cover qualified medical expenses for you and your eligible tax dependents, even if they are not eligible for an HSA themselves.



# Sign up for the Anthem high-deductible health plan (HDHP) to access an HSA



## Think HDHPs cost too much? Not so fast!

#### Use a plan comparison calculator

to enter in details and determine which will save you the most money.



#### https://www.comparemyhsa.com/marvell

The example used is for illustrative purposes only.

## Save \$1,700+

Families that contribute the max to their HSA can save more than \$1,600 on qualified medical expenses.

> \$8,550 x 20% **\$1,710**

The example used is for illustrative purposes only; actual savings may vary. The figure is based on average tax rate of 20%, including state, federal and FICA taxes. Savings based on contributing the maximum family amount of \$8,300.



# The more you contribute the more you save

Coverage	2025 Contribution limit	Employer contributions*
Individual	\$ 4,300	\$700
Family	\$ 8,550	\$ 1,500

Members 55+ can contribute an extra \$1000.

## If you are on an individual HSA

Because your employer contributes

#### \$700

You will need to contribute

#### \$3,600

in order to reach the maximum contribution limit.



## If you are on a family HSA

Because your employer contributes

\$1,500

You will need to contribute

#### \$7,050

in order to reach the maximum contribution limit.





## Which benefits make you likely to enroll in a HDHP + HSA?

- A. Choose lower healthcare insurance premiums
- B. Create a healthcare emergency safety net
- C. Invest your HSA in low-cost mutual funds (Minimum account balance to invest is \$500)
- D. Money in your HSA rolls over each year, every year



## There's no wrong answer

HSAs let you keep your money and own your healthcare.



## If you love a 401(k), meet your new best friend

<b>401(k)</b>	HSA
FICA taxed contributions	100% tax-deductible contributions
Tax-free earnings	Tax-free earnings
Medical expenses taxed as ordinary income	Tax-free distributions for medical expenses
Regular expenses taxed as ordinary income	Regular expenses taxed as ordinary income
Minimum distributions required	No minimum distributions

#### HSA vs FSA

#### **FSA**

#### HSA

Traditional health Plan	HSA- qualified health plan	Roll ov	
Higher premiums	Lower premiums	Unlike Fle	
Lower deductibles	Higher deductibles	Accounts HSA. Tha balance r even if yc	
Doesn't cover premium payments	Cover premium payments	retire, or	
Funds expire	Funds don't expire		

#### Roll over funds

Unlike Flexible Spending Accounts (FSA), you own your HSA. That means your entire balance rolls over every yeareven if you change health plans, retire, or leave your employer.

#### **Meet Camilla**

#### **Individual Plan**

She decides to use the money she saves on premiums to fund an HSA.

Camilla contributes **\$2,400** 

## Her annual tax savings<sup>1</sup> \$480

<sup>1</sup>Assumes Camilla pays 20% of her income in federal, State and social security taxes. Actual tax savings may vary and will depend on your HSA contributions, applicable State tax rates and your personal tax situation. Please consult your tax adviser for details. | The example used is for illustrative purposes only.

## **Camilla's HSA savings**

After months of contributing to her HSA, she received a \$700 bill, and is interested to see how much she saved.

#### Without an HSA

- + \$1,000 from paycheck
- \$200 to taxes
- \$700 hospital bill

**\$100** leftover

#### With her HSA

- + \$1,000 from paycheck
- \$0 to taxes
- \$700 hospital bill

**\$300** left to rollover

Assumes Camilla pays 20% of her income in federal, State and social security taxes. Actual tax savings will depend on your HSA applicable State tax rates and your personal tax situation. Please consult your tax adviser for details. The example used is for illustronly.

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### Meet Evan & Mia

#### **Family Plan**

They decide to enhance their tax savings and start building their health savings.

Evan & Mia contribute **\$8,000** 

## Their annual tax savings<sup>1</sup> **\$1,600**

<sup>1</sup>Assumes Mia & Evan pay 20% of their income in federal, State and social security taxes. Actual tax savings will depend on your HSA contributions, applicable State tax rates and your personal tax situation. Please consult your tax adviser for details. The example used is for illustrative purposes only.



## **Evan & Mia's HSA savings**

After \$5,000 in healthcare expenses for the year, they're curious how much they can rollover and invest<sup>1</sup> the following year.

#### Without an HSA

- + \$8,000 from paycheck
- \$1,600 to taxes
- \$5,000 in expenses



#### With her HSA

- + \$8,000 from paycheck
- \$0 to taxes
- \$5,000 in expenses

\$3,000 left to rollover

<sup>1</sup>Minimum account thresholds may apply before being able to invest. Investments are subject to risk, including the possible loss of the principal invested, and are not FDIC or NCUA insured, or guaranteed by HealthEquity, Inc. Investing through the HealthEquity investment platform is subject to the terms and conditions of the Health Savings Account Custodial Agreement and any applicable investment supplement. Investing may not be suitable for everyone and before making any investments, review the fund's prospectus. \*Assumes they pay 20% of their income in federal, State and social security taxes. Actual tax savings will depend on your HSA contributions, applicable State tax rates and your personal tax situation. Please consult your tax adviser for details.



## How to start investing your HSA dollars

- Log into your HealthEquity member account
- 2. Select the HSA Investments widget
- 3. View yourInvestment Desktop



## Decide how much to keep in cash

- Set your investment portfolio or subscribe to Advisor for personalized guidance and support.
- Select how much to keep in cash, equal to our greater than your investment threshold.
- Your HSA cash balance is automatically replenished from investments.

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Investments are subject to risk, including the possible loss of the principal invested and are not FDIC or NCUA insured, or guaranteed by HealthEquity, Inc. HealthEquity, Inc. does not provide investment advice. HealthEquity Advisors, LLC, a wholly owned subsidiary of HealthEquity, Inc. and an SEC-registered investment adviser, provides web-based investment advice to HSA holders that subscribe for its services (minimum thresholds and additional fees apply). Registration does not imply endorsement by any state or agency and does not imply a level of skill, education, or training. Investing may not be suitable for everyone and before making any investments, review the fund's prospectus

## Select investment portfolio targets

**TIP:** You can launch onscreen step-by-step tutorials by clicking the Get Help button in the bottom right of the screen



## Manage your investments

- Research fund options and historical performance
- Buy, sell, and trade funds
- Automatically reinvest earnings and rebalance investments



### More flexibility with a Schwab Health Savings Brokerage Account

#### **Integrated experience**

Connected HSA and brokerage accounts for seamless cash management and investing.

#### **Expanded investments**

Wider range of investment options, including stocks, mutual funds, and ETFs.

#### **Curate your investment strategy**

Leverage proprietary and third-party research, screener tools, and pre-screened investment lists.



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Total Invested Funds					\$20 K	
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	Ints				\$5k	
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Total Account Value	charler some			-2.16	ew in Charles Schwab	
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Market Value Cash &	Cash Investments	Quantity		ce Change Market Value		
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## How do I get an HSA?

## **Sign up for the Anthem HDHP** and meet these qualifications:

- $\checkmark\,$  No access to a healthcare FSA
- Not claimed as a dependent on anyone's tax return
- ✓ Not enrolled in Medicare
- $\checkmark\,$  Minimum age to open an HSA is 18  $\,$



# HealthEquity makes saving easy

- $\checkmark$  24/7 Member Services via call or chat
- $\checkmark On-the-go \ access \ with \ our \ mobile \ app^1$
- ✓ Fast, convenient payment and reimbursement
- ✓ Simple investing from the Investment
   Desktop or HealthEquity mobile app



<sup>1</sup>Accounts must be activated via the HealthEquity website or mobile app in order to use the mobile app.

### **Get started today!**

#### Sign up

✓ Enrollment dates:
 Oct. 28, 2024 Nov. 11, 2024

Contribute

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- ✓ Pre-tax through payroll
- Amount withheld from each paycheck is typically equal

3

#### Access account

- Register and login at www.HealthEquity.com/login
- Purchase qualified medical expenses
- ✓ Remember to save all receipts



## **Questions?**

We're here for you 24/7. 866.346.5800 | HealthEquity.com/Learn



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