

	IU TSB	Wellness HRA	HDHP/Medical Savings
What is the purpose of the plan?	To reimburse for current healthcare expenses while at the University on a tax-free basis	To reimburse for current and future health care expenses while at the University	1) To reimburse for current <u>and</u> <u>future</u> healthcare expenses while at the University on a tax-free basis, 2) to accumulate savings to be used for healthcare after you leave the University and during retirement years
Is the plan linked to medical coverage?	No. It is a standalone plan	No. It is a standalone plan	Yes. It is a companion plan to an-IRS qualified HDHP
Who owns the account?	IU owned	IU owned	Employee-owned bank savings account
Who makes payroll contributions?	Employee through salary reductions	University, based on employee tobacco-free affidavit	University and employee through salary reductions
Do funds roll over year to year?	No	Yes, with a limit of a \$240 maximum in any given year	Yes
Does interest accrue on funds?	No	No	Yes
Can the funds be invested?	No	No	Yes
What are the tax savings?	No federal, state or FICA taxes on contributions	No federal, state or FICA taxes on contributions	No federal, state or FICA taxes on contributions, interest or investment earnings
What is the maximum contribution for 2009?	\$6,000 per employee or employee/spouse when filing jointly	\$120	\$3,000 for employee-only HDHP; \$5,950 when one or more family members are covered Additional \$1,000 for age 55+
What is the minimum contribution for 2009?	None	(Not applicable)	\$250 annually

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When are funds available?	Entire pledge at the beginning of the year	As money is deposited	As money is deposited
How are funds accessed?	Debit card or claims sent to Nyhart	Debit card or claims sent to Nyhart	Debit card or cash withdrawals
When do claims require substantiation?	Upon Nyhart requests at the time of claim or debit card use	Upon Nyhart requests at the time of claim or debit card use	Upon IRS request
What expenses are eligible? <ul style="list-style-type: none"> • When not enrolled in the HDHP/HSA • When enrolled in the HDHP/HSA 	<p>A full array of medical expenses not covered by insurance, plus over-the-counter medicines</p> <p>Only dental and vision until the HDHP deductible is met, then the full array of IRS-qualified medical expenses</p>	<p>A full array of medical expenses not covered by insurance, plus over-the-counter medicines</p> <p>Only dental and vision until the HDHP deductible is met, then the full array of IRS-qualified medical expenses</p>	<p>If not enrolled, HSA not allowed</p> <p>The full array of IRS-qualified medical expenses</p>