



COVER EXPENSES TODAY WHILE SAVING FOR TOMORROW

If you have a high deductible health plan, the Clarity health savings account (HSA) lets you set aside tax free dollars from your paycheck to cover your deductible. This includes medical expenses that aren't paid for by your insurance, so you're confident you have it covered.

Built for unpredictability, the Clarity HSA offers on-demand, interest-free payroll advances to cover unexpected healthcare costs, so you aren't just covered - you're confident they can keep expenses under control.

You can also take advantage of multiple national banking partners and dozens of investment options to keep your HSA savings safe and growing. Through our secure portal, we provide an up-to-date list of the mutual funds offered as well as recent performance information for those funds.



YOUR HSA FUNDS CAN BE USED FOR THE FOLLOWING:

- ✓ Copays, coinsurance, and deductibles
- ✓ Doctors visits and hospital charges
- ✓ Prescription drugs
- ✓ Dental and orthodontics
- ✓ Vision care, glasses, and contacts
- ✓ COBRA premiums

CONFIDENCE THAT GROWS

If you don't use your HSA funds, don't worry! Every penny you contribute is yours to keep, even if you change plans or employers. Plus, unused funds roll over each year.

Once you've contributed over \$1,000, your money can be invested in a suite of mutual funds. As your investment grows, you can grow more confident that your medical costs are covered.

A SMARTER WAY TO SAVE

Your HSA savings go in tax-free, grow tax-free, and can be spent tax-free, so you're always ready for life.



Learn more about us at claritybenefitsolutions.com

Tip: For translation to your preferred language, Google translate offers a free service that instantly translates to 100+ languages.

ACCESS YOUR FUNDS, YOUR WAY



A NEXT-GENERATION INVESTMENT EXPERIENCE

Clarity Benefit Solutions delivers a new and modern approach to HSA investing that allows you to personalize your investment journey to fit your unique needs and experience level. Choose from three different investment models – Managed, Self-Directed and a first-of-its-kind Brokerage option – all of which are designed to help you work toward your long-term investing goals. Best of all, you can manage all aspects of your HSA, including investments, from a single portal.*



WELCOME TO YOUR HSA

Clarity will send a welcome email with everything you need to know, along with a Clarity Benefit Card if you're a new participant. If you already have a Clarity Benefit Card, you can keep using it. The Clarity Benefit Card gives employees easy access to all their Clarity accounts by swiping the card at the point of sale. The card can be used at any qualified service provider that accepts MasterCard.



USE YOUR FUNDS

Money is added to your account through a payroll deduction, online banking transfer, or a direct contribution. Once your account is funded, you can use the money to pay for expenses now or let it grow for the future.



PAYMENT AT YOUR FINGERTIPS

With Clarity's online bill payment, you can request for a payment to be sent from your HSA to your provider. If you've already paid the provider, you can reimburse yourself for the out-of-pocket expense.



SWIPE, PAY, AND GO

The Clarity Benefit Card is a quick and easy way to pay a provider like a doctor, dentist, or pharmacy. The amount is deducted right from your HSA account.



YOUR ACCOUNT GOES WHERE YOU DO

On your online employee portal, you can view your balance and transaction history, invest HSA funds, pay providers, reimburse yourself, as well as much more. You can also download the Clarity mobile app to have access on any mobile device!

*The balance in your HSA Investment Account is subject to investment risks, including fluctuations in value and the possible loss of the principal amount invested. Investing through the WealthCare Saver investment platform is subject to the terms and conditions of the Health Savings Account Custodial Agreement and any applicable investment supplement(s). For information regarding underlying investment expenses, earnings, and distributions, see the applicable investment prospectus and other publicly available information. WealthCare Saver, a dba of Alegeus Technologies, LLC, is a licensed Non-Bank Custodian of HSA cash accounts. CapFinancial Partners, LLC ("CAPTRUST") is an investment adviser registered under the Investment Advisers Act of 1940. CAPTRUST acts as investment advisor with respect to the investments available in your HSA. In addition, you may choose to have CAPTRUST manage your HSA account on a discretionary basis. DriveWealth, LLC a registered broker dealer and member of FINRA and SIPC. SOC 2 Type 2, GDPR, CCPA compliant. Registered in all 50 U.S. states.

Learn more about us at claritybenefitsolutions.com

HOW YOUR **HEALTH SAVINGS ACCOUNT** WORKS FOR YOU: **FAQS**

QUESTION

ANSWER

What expenses are eligible for reimbursement?

You can check what expenses are eligible by logging into your Clarity portal, click “Learn”, then click “Eligible Healthcare Expense List” where you can filter to the HSA option.

Am I eligible to participate?

In order to contribute, you must be enrolled in a qualified HDHP, not covered under a secondary health insurance plan, not enrolled in Medicare, and not another person’s dependent. There are no eligibility requirements to spend previously-contributed HSA funds.

How do I contribute money to my HSA?

Payroll deduction is most likely offered by your employer. Your annual contribution will be divided into equal amounts and deducted from your payroll before taxes. Direct contributions can also be made from your personal checking account and can be deducted on your personal income tax return.

Can I change my contributions to my HSA during the year?

Yes. You can set aside up to the maximum amount determined by the IRS each year and it can be changed at any time. For more information on the maximum amount you can contribute this year, please visit claritybenefitsolutions.com.

Do I have to spend all my contributions by the end of the plan year?

No. HSA money is yours to keep. Unlike a flexible spending account (FSA), unused money in your HSA isn’t forfeited at the end of the year; it continues to grow, tax-deferred.

What happens if my employment is terminated?

HSAs are portable and move with you if you change employment. Your HSA belongs to you, not your employer, just like your personal checking account.

How do I access the funds in my HSA?

Your HSA is similar to a checking account. You are responsible for ensuring the money is spent on qualified purchases only and maintaining records to withstand IRS scrutiny. Payments can be made via check, ACH, online bill-pay, or debit card, depending on what is available to you.

QUESTION

When must contributions be made to an HSA for a taxable year?

What happens to the money in my HSA if I no longer have HDHP coverage?

Is tax reporting required for an HSA?

Can I still deduct healthcare expenses on my tax return?

Can I withdraw the money for non-healthcare purchases?

Can I roll over or transfer funds from my HSA or Medical Savings Account (or Archer MSA) into an HSA?

Can I control how the funds are invested?

Can I transfer funds between the cash and investment accounts?

ANSWER

Contributions for the taxable year can be made in one or more payments at any time after the year has begun and prior to the individual's deadline (without extensions) for filing the eligible individual's federal income tax return for that year. For most taxpayers, the deadline is April 15 of the year following the year for which contributions are made.

Once you discontinue coverage under an HDHP and/or get secondary health insurance coverage that disqualifies you from an HSA, you can no longer make contributions to your HSA. However, since you own the HSA, you can continue to use the remaining funds for future healthcare expenses.

Yes. IRS form 8889 must be completed with your tax return each year to report total deposits and withdrawals from your account. You do not have to itemize to complete this form.

Yes, but not the same expenses for which you have already been reimbursed from your HSA.

Yes. If you withdraw the money for an unqualified expense prior to age 65, you'll be subject to your ordinary income tax, in addition to a 20% tax penalty. You can withdraw the money for any reason without penalty after age 65, but are subject to applicable income taxes.

Yes. Pre-existing HSA funds or MSA monies may be rolled into an HSA and will continue their tax-free status.

Yes. Once your HSA cash account balance reaches the minimum amount required by the custodian, you can transfer funds to an HSA investment account. You can choose from a selection of mutual funds and setup an allocation model for future transfers like you would for a 401k plan.

Yes. You can transfer money between your HSA cash and HSA investment account at any time.

ALWAYS BE PREPARED FOR THE UNEXPECTED:

HSA ADVANCE & FAQs

At the time of enrollment, your health savings account (HSA) will most likely have a \$0 balance and you will accumulate contributions over time. As a result, you may feel forced to postpone healthcare services until your HSA has accumulated enough contributions to cover the expenses. In some cases, this can take months of payroll cycles. This arrangement is especially impractical in cases of a medical emergency. To help address these challenges, HSA Advance offers you an advance on expected HSA payroll contributions, which can be used immediately and paid back later through payroll deduction.

QUESTION

How does HSA Advance work?

What are the benefits of HSA Advance?

How do I access HSA Advance funds?

Are HSA Advance transactions included in my HSA statements?

ANSWER

When you enroll in an HSA, HSA Advance funds are automatically available to you and remain available until the end of the calendar year. As contributions post to your HSA cash balance throughout the year, the amount available for advance is reduced. Once you swipe your benefits debit card for an amount greater than what is available in your HSA cash balance, HSA Advance is used to cover the overage. Once you have received an advance, future payroll deductions will be used to recover (i.e., pay-back) the outstanding amount, until it is back down to \$0.

100% automated: No action is required to use HSA Advance or repay funds that are used. Funding will automatically kick in if you need it, penalty and interest fee, and account contributions will continue as scheduled.

Easy to manage and track: Log in to your Clarity portal to get instant access to HSA Advance details.

All HSA-eligible expenses are covered: HSA Advance funds can be used to cover expenses associated with any HSA-eligible items or services.

Peace of mind: No need to worry about having enough money saved in your HSA to cover immediate or unexpected healthcare expenses.

When eligible expenses are incurred, any available HSA balance will be used first. If your HSA balance is not sufficient, then any available HSA Advance funds can be used.

Yes. HSA Advance transactions appear on your statements.

ALWAYS BE PREPARED FOR THE UNEXPECTED: HSA ADVANCE & FAQs

QUESTION

When are HSA Advance funds available to me?

Can I still use HSA Advance if I have an investment balance?

How do I pay back HSA Advance funds I have used?

What happens to my HSA Advance funds if I leave the company?

ANSWER

HSA Advance funds can be available on the first day of the plan year, however, advances are only accessed when needed.

If you have an investment balance, you are eligible for HSA Advance funding. However, the HSA Advance funds remain unavailable unless you have liquidated and used all your investment assets.

Future HSA contributions are simply applied against the HSA advance outstanding amount until the full amount is paid back. In other words, your HSA balance will not increase until HSA contributions pay off the outstanding amount.

If you have used HSA Advance funds, you may be required to return any outstanding amount.



A SIMPLY SMARTER APPROACH TO EMPLOYEE BENEFITS

Today, the benefits landscape is more confusing than ever, but it's also never been so essential. At Clarity, we believe life is a journey; one that should be lived well. So, we'll stop at nothing to bring clarity, and ensure you are ready for life. With state-of-the-art technology and world-class customer service, we'll handle the day-to-day so you can focus on what matters: your health.

A program of **NJBIZ**
BUSINESS
OF THE YEAR
VOTED BUSINESS OF THE
YEAR BY NJBIZ IN 2020

Learn more about us at claritybenefitsolutions.com

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BENEFIT SOLUTIONS™