

HEALTH SAVINGS ACCOUNT (HSA)



As employers look for ways to manage costs and employees ask for more control over how they spend their health care dollars, Cigna is offering solutions that can help. Our Health Savings Account includes a plan that's easy to administer and easy for employees to use, helping them make more health-conscious – and cost-conscious – decisions. And by helping employees improve their health and health spending, it can help your company benefit from sustainable cost savings.

HSA overview

HSAs were created by federal legislation passed in 2003. They promote consumer-driven health care by allowing employees to fund a tax-advantaged account specifically for qualified health care services. The law permits these savings accounts to include various investment options, such as mutual funds, and requires the accounts to be portable – making them even more appealing.

We've teamed up with three well-recognized financial administrators, giving you the freedom to choose. All three provide an HSA solution for employer and employees that offers*:

- ▶ Compatibility with a qualified health plan – Employees must first enroll in a qualified high-deductible health plan in order to contribute to (or receive contributions from) the HSA.
- ▶ Tax savings for you – If you elect to contribute to each employee's HSA, you may deduct your contributions up to certain limits in the year in which the contributions are made, and they are not subject to FICA or federal unemployment taxes.
- ▶ Tax savings for employees – Contributions can be deducted from gross income before taxes are calculated, and interest and investment earnings are not taxed if used for qualified health care expenses.
- ▶ Unused funds and portability features – Unused dollars can grow, tax free, and remain in the account from year to year. If an employee leaves your company, their HSA is portable, so they can use the money to pay for medical expenses even if they no longer are covered by a high-deductible plan.

*HSA contributions and earnings are not subject to federal taxes and not subject to state taxes in most states. A few states do not allow pretax treatment of contributions or earnings. Consult your qualified tax professional for information applicable to your company.

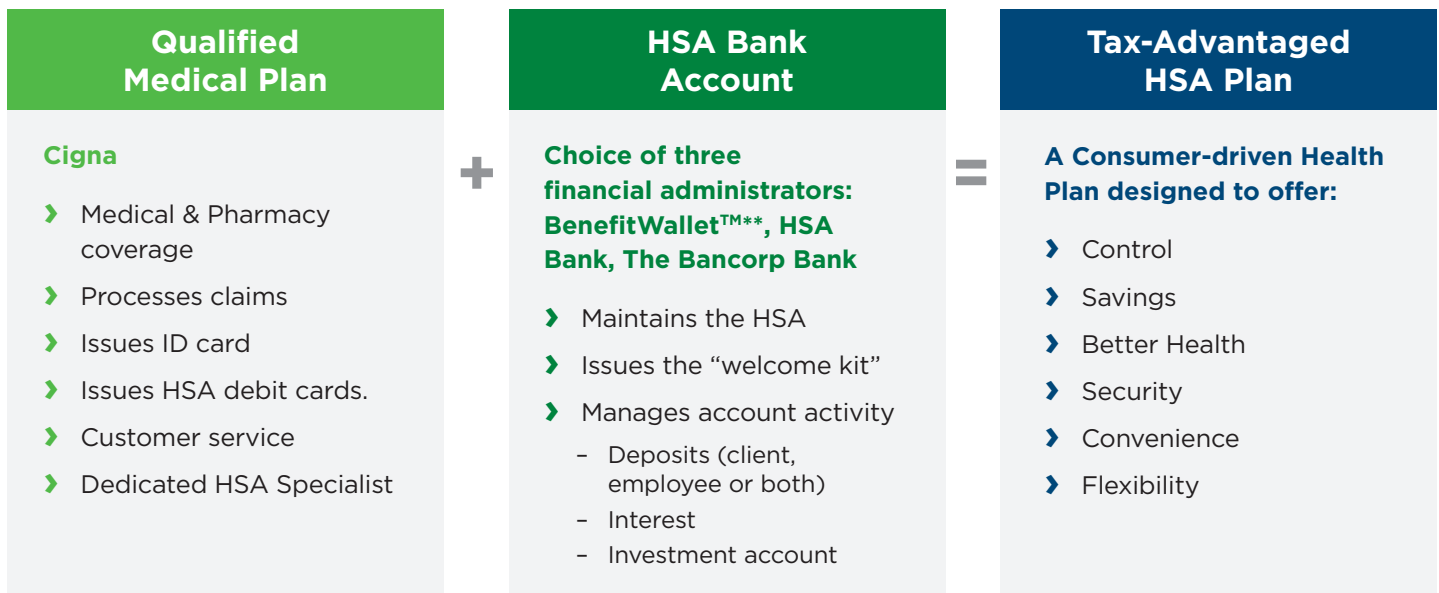
Together, all the way.®



Offered by: Cigna Health and Life Insurance Company or Connecticut General Life Insurance Company.

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An integrated approach



- › Cigna serves as the client’s and employee’s point of contact for the HSA.
- › One toll-free number to call for questions about the medical plan, claims, bank account balance and activity
- › One website to access coverage, claims, decision support tools and banking

Using the HSA

Individuals can access HSA information anytime through **myCigna.com**, or they can obtain personal customer service 24/7. Programs and tools are available online to help people make informed health care decisions. Individuals can research provider cost and quality information, drug cost and detailed drug information, such as side effects and interactions; and medical information.

HSA’s also help cushion expenses associated with the transition to a high-deductible health plan, and they can be used to fund retirement medical costs as a component of long-term financial planning.

Whether your employees’ goals are to stay healthy, plan for the future, or retire with ease, the Cigna HSA can help them take charge of their health and health spending.



For more information please contact your broker or Cigna representative to discuss how an HSA can help you make the changes necessary to manage costs and effectively engage employees in their health care.



**BenefitWallet, formerly known as The ACS|BNY Mellon HSA Solution (“The HSA Solution”)

All group health insurance policies and health benefit plans contain exclusions and limitations. For costs and complete details of coverage, contact your Cigna representative. The HSA trustee/custodian is solely responsible for all HSA services, transactions and activities. Cigna is not responsible for any aspects of the HSA services, administration and operation.

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