

A LIFETIME SAVINGS OPTION FOR **SAVERS, SPENDERS** OR **INVESTORS**

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.

1

HIGH-YIELD INTEREST OPTIONS FOR SAVERS

With the Clarity HSA you have several ways to save and maximize your HSA funds. You have two interest options to choose from: High-Yield, backed by a group annuity product provided by a highly-rated insurance provider and Traditional funds are backed by an FDIC-insured institution. With High-Yield, you can maximize the value of your HSA by **earning higher interest** than in the traditional option.



In addition our platform offers built-in predictive analytic tools to guide intelligent long-term funding decisions and our personalized Opportunities feed delivers targeted contribution messages.

2

PERSONALIZED SUGGESTIONS FOR SPENDERS

The **Clarity HSA** empowers you to make the best healthcare spending decisions. With our Find Care feature you can search for in-network procedures, facilities and doctors with associated cost and quality information. And, the Opportunities feed provides personalized suggestions for smarter healthcare spending actions. And, there is a virtual medicine cabinet to help with managing monthly drug cost.

3

THREE MODELS FOR INVESTORS

The **Clarity HSA** is the only HSA in the market with a fully integrated, multi-path investment experience. Powered by an API-driven, cloud-based brokerage platform, Clarity HSA features an impressive investment stack with three distinct investing models – **Managed** (advisor tool), **Self-Directed** and **Brokerage** – provide a tailored investment experience that meets consumers where they are. We also offer exchange-traded funds (ETFs) to give consumers lower costs and diversified market return and fractional trading up to 8 decimal points enables ownership of high-value stocks like Apple or Berkshire Hathaway for as little as a penny. Additional features include auto-rebalancing, real-time account opening and trading, on-demand investment statements, historical performance of available funds, and more.



YOUR HSA FUNDS CAN BE USED FOR THE FOLLOWING*:

- ✓ Copays, deductibles, coinsurance
- ✓ Doctors visits and hospital charges
- ✓ Prescription drugs
- ✓ Dental and orthodontia expenses
- ✓ Vision exams, frames, contact lenses
- ✓ Physical therapy and chiropractic care
- ✓ Over-the-counter medications
- ✓ And much more...

EXPENSES THAT DON'T QUALIFY*

- ✓ Expenses incurred prior to opening your HSA
- ✓ Cosmetic procedures or surgery
- ✓ Dental products for general health

*For further guidance refer to the IRS publications 969, 502 and code section 213(d). These publications are available at www.irs.gov.

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.

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

Learn more about us at claritybenefitsolutions.com

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.

Use your funds to pay for current healthcare expenses, preserve your funds for tax-free growth, or invest your funds for long-term savings.



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

HSA-eligible health plans typically have lower monthly premiums, giving you an opportunity to contribute those savings into an HSA.

TWO INTEREST OPTIONS TO CHOOSE FROM!

Unlike an FSA, unused funds stay in your account from year to year and earn interest tax-free – you can choose the interest rate option to meet your needs: **High-Yield**, backed by a group annuity product provided by a highly-rated insurance provider and Traditional funds are backed by an FDIC-insured institution. With High-Yield, employees can maximize the value of their HSA by **earning up to 10x higher interest** than in the traditional option.



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.



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.



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.



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!

To maximize savings, all HSA will be automatically opted into the high-yield interest option. You have the ability to switch between high-yield and traditional at any time. Simply log into the Clarity Portal or Mobile app, navigate to your HSA account summary, and click on 'interest options'.

*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.

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

QUESTION

ANSWER

What is a health savings account (HSA)?

An HSA is a tax-advantaged personal savings account that can be used to pay for medical, dental, vision and other qualified expenses now or later in life. To contribute to an HSA, you must be enrolled in a qualified high-deductible health plan (HDHP) and your contributions are limited annually. The funds can even be invested, making it a great addition to your retirement portfolio.

Why should I participate in an HSA?

High-deductible health plans typically have lower monthly premiums and greater out-of-pocket costs. An HSA helps offset those costs and ensure you have money set aside to pay for out-of-pocket healthcare expenses. HSA contributions can be made pre-tax via payroll contributions, or post-tax – which simply means you can reap the tax benefit when you file your income taxes. Either way, you're saving an average of 30% and making your healthcare dollars stretch further. But an HSA is also a powerful investment vehicle and can be a smart addition to your retirement strategy. You will never be taxed when you use HSA dollars for qualified medical expenses. No other investment account offers this benefit!

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.

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

QUESTION

ANSWER

How much can I contribute to my HSA?

Contributions can be made by the eligible employee, their employer, or any other individual. For contribution limits please visit: claritybenefitsolutions.com/resources/plan-limits.

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?

Use your Clarity Benefit Card for eligible healthcare expenses or pay with your personal funds and reimburse yourself with money from your 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.

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

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-free.

What happens if my employment is terminated?

If you get laid off, furloughed from your job or chose to leave, your account and funds stay with you and you can always use your HSA dollars to help pay for qualified medical costs.

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 invest my HSA funds for growth?

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 \$1,000, you can invest your funds like a 401(k). But unlike a 401(k), you will never pay taxes on withdrawals for qualified expenses, making your HSA a powerful investment vehicle to help you prepare for future healthcare expenses, even into retirement.

QUESTION

What type of investment options are provided?

Is investing my HSA the only way to maximize my contributions?

What is the difference in high-yield versus traditional interest rates

Can I choose which type of interest rate schedule I want to be in?

Can I transfer funds between the cash and investment accounts?

ANSWER

Your Clarity HSA gives you access to WealthCare Investments - a modern investment experience with features and functionality new to HSAs. You can manage all aspects of your HSA, including your investments, from a single platform. You can choose from three investment paths to suite your needs and experience level: Managed, Self- Directed, and Brokerage.

No, unused funds in your HSA cash account will earn interest and grow tax-free. You can choose the interest option to meet your needs: High-Yield or Traditional. The High-Yield interest option can help you earn up to 10x higher interest on your HSA cash balance.

1. Interest earning potential: The high-yield interest options offers employees the potential to earn a higher interest rate on their cash balance, up to 10 times higher.

2. Where the HSA balance is held: With the high-yield interest option, instead of being held by a bank, HSA cash account funds are held in a deposit account that is backed by a highly rated insurance company, Pacific Life.

In the **traditional option**, deposits are insured by the FDIC for up to \$250k.

In the **high-yield option**, deposits are not insured by the FDIC but rather by the stability of the insurance partner supporting the deposit account. Insurance companies are highly regulated by each state to ensure they can cover all their obligations to account holders.

Yes. Upon opening your HSA, your funds will be placed in the high-yield option. You can switch to Traditional at any time by logging into the Clarity portal or mobile all going to your HSA account summary, and clicking on 'interest options'. You have ability to switch between the high-yield interest option and the traditional interest option at any time,

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