

Facts & Stats

Think of an HSA as a triple-tax advantage. If you are currently enrolled in a High Deductible Health Plan (HDHP), either Plan C or N, a MetLife **HSA** can **help maximize your savings and plan** for your needs today and in the future.

Have other questions?

To learn more, call
1 800 GET-MET8
 Monday–Friday 8 am–8 pm ET

1 Save on taxes when you contribute

2 Pay using pre-tax dollars for qualified healthcare expenses

3 Grow your investments tax-free

48% of employers offer HSAs and 46% of employees consider these a must-have benefit.¹

72% of employees say a source of financial stress is being able to afford the cost of healthcare in retirement.²



Save up to **30%** on qualified products and expenses with an HSA.^{3,4}



\$196
 Average cost of a pair of eyeglasses.⁵



\$1,272
 Average dental spend per year for a family of four.⁶

What you need to know about an HSA:

- Lets you deduct pre-tax dollars from your paycheck — up to \$3,650 for individuals, \$7,300 for a household annually in 2022, plus a catch-up contribution up to \$1,000 for account holders over 55⁷
- Enables you to use funds to cover qualified expenses without incurring penalties⁸
- Unused funds remain in your account and continue to grow tax-free from year-to-year⁹
- Your employer contributes to your HSA. The contribution amounts are dependent upon your employment status (full or part time) and your coverage tier (Employee Only, Employee/Spouse, Employee/Child(ren), Employee/Family).
Go to HealthBenefitsProgram.ks.gov for more information.
- You may also earn up to an additional \$500/Employee Only or \$1,000/Employee/Spouse and Employee/Family for participating in the HealthQuest wellness program.
Visit HealthQuest.ks.gov for more information.
- Both employer contributions and HealthQuest reward dollars count toward your annual contribution limit.

Examples of what an HSA covers:

- Copays, coinsurance and deductibles
- Office visits, X-rays and lab work
- Diagnostic services
- Qualified vision and dental expenses
- Prescriptions and OTC medications and supplies
- Items such as blood pressure monitors and diabetic testing supplies
- Physical therapy

Health Savings Account (HSA)

A portable tax-advantaged benefit that helps make qualified healthcare expenses more affordable as you save and grow your money.



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1. Data from 2021 MetLife Employee Benefits Trends Study.
 2. Data from 2019 MetLife Employee Benefits Trends Study.
 3. Kaiser Family Foundation from SHRM Executive Summary Report, Employee Benefits 2019.
 4. Savings are based on estimated Federal, State and Local tax rate of 30%. The amount participants can save in taxes will vary depending on various factors, such as the amount they set aside in the accounts, their annual earnings, whether or not they pay Social Security taxes, the number of deductions they claim on their tax returns, their tax brackets and their state and local tax regulations. Participants should check with their own tax advisors for information on how their participation will affect their tax savings.
 5. Vision Service Plan <https://health.costhelper.com/eyeglasses.html>. Accessed March 11, 2020.
 6. Lineberry J. Dentistry: Is It Really That Expensive In the Grand Scheme of Things? <https://www.speareducation.com/spear-review/2017/11/dentistry-is-it-really-that-expensive-in-the-grand-scheme-of-things>. Accessed March 11, 2020.
 7. Contribution limits are subject to change and should be checked on an annual basis on the IRS website.
 8. HSA funds used for non-qualified medical expenses are taxed and subject to a 20% penalty if you are less than 65 years of age. Beginning at age 65, HSA funds for non-qualified medical expenses are taxed, but do not incur any penalty.
 9. It is the employee who determines whether to invest funds, and the employee selects those investments from the platform made available through MetLife.

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