

Health Savings Account (HSA)

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



Save on today's healthcare expenses while saving for your future



Now there's a simple way to make your healthcare dollars go further

Employees who are enrolled in a High Deductible Health Plan can open a MetLife Health Savings Account (HSA), which can make a big difference today and tomorrow.¹ You can pay for out-of-pocket healthcare expenses with pre-tax dollars. Think of it as triple-tax advantage—you'll save on taxes when you contribute, use untaxed dollars to pay for qualified medical expenses, and enjoy tax-free investment growth for future needs, like retirement healthcare expenses.

You can have pre-tax dollars deducted from your paycheck and deposited into an HSA—up to \$3,600 for individuals, \$7,200 for a household annually in 2021, plus a catch-up contribution up to \$1,000 for account holders age 55 and over.² The funds in your HSA not only earn interest, but funds not used to cover expenses remain in your account and continue to grow from year to year, which can help you in the near or distant future.

2-3x higher than industry average interest rates on MetLife Health Savings Account cash deposits.³

Here's some examples of what a Health Savings Account covers

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

Valuable features make it easy for you

- Seamless enrollment process and account setup
- Easy payments using a single, smart, multipurpose debit card that knows which of your accounts to tap into
- 24/7/365 account access through the easy-to-use online portal and mobile app
- Enhanced mobile app technology with the ability to scan bar codes to determine eligible expenses
- Tailored educational resources and decision support tools and one-click answers to your benefits questions
- Robust investment options which will include access to a standard set of mutual funds.

Enroll today.

For questions, please call MetLife at:
1-833-571-0500.

Save up to 30% on qualified products and expenses using your pre-tax dollars.^{4,5}

¹An HSA is an account owned by you and is not sponsored by your employer. Your employer does, however, sponsor a high deductible health plan and allows its employees to make pre-tax salary reduction contributions to the HSA.

²Contribution limits are subject to change and should be checked on an annual basis on the IRS website.

³MetLife Internal Analysis (last updated November 2020). Cash savings balances in an HSA earn interest through a funding agreement issued to the custodian bank, are not FDIC insured, and are subject to the financial strength and claims paying ability of Metropolitan Tower Life Insurance Company. The interest rates earned on the assets allocated to the funding agreement option are declared to the custodian and are guaranteed for at least 12 months from the date the interest rate is declared. There may be different interest rates applicable to different allocations depending upon when the allocation was made to the funding agreement option. The funding agreement option provides the investor with a stable rate of return over time. Metropolitan Tower Life Insurance Company may earn a spread from assets allocated to the funding agreement option available under HSAs.

⁴Savings 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 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.

⁵HSA funds used for non-qualified medical expenses are taxed and subject to a 20% penalty if the HSA holder is 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.

⁶It 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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