

EMPLOYER SERVICE FEES

Fees for health savings account (HSA) administration

Service	Service Fee
Health savings account activation and setup (one-time fee)	Included
HSA administration <ul style="list-style-type: none"> • Monthly admin fee • Helpful HealthEquity Member Services support available every hour of every day • HealthEquity Visa® Health Account Card¹ • Annual tax reporting: 1099-SA and 5498-SA • Integrated PayChoice™ payment platform • Online contributions (employers and employees) • Electronic member and employer statements 	No charge from HealthEquity (\$2.70 per account, paid as part of Providence bill)
Limited purpose flexible spending account administration	\$1.95 PAPM

Reimbursement account (FSA/HRA) administration

Service	Service Fee
FSA/HRA plan setup (one-time fee)	One-time setup fee per plan \$250 <1000 accounts \$500 > 1000 accounts
Annual maintenance <ul style="list-style-type: none"> • Changes to plan document • Annual discrimination testing (Fee applies annually to each plan type i.e. HRA and FSA)	Annual maintenance fee per plan \$100 per plan Plan document changes \$250 Annual discrimination testing Included for 1-500 employees \$0.30 per employee for > 501 employees
Health reimbursement arrangement (HRA) administration <ul style="list-style-type: none"> • Helpful HealthEquity Member Services support available every hour of every day • HealthEquity Visa® Reimbursement Account Card¹ (if applicable) • Integrated PayChoice™ payment platform • Electronic member and client statements 	HRA administration fee No charge from HealthEquity (\$3.45 per account, paid as part of Providence bill)
Flexible spending account administration <ul style="list-style-type: none"> • Helpful HealthEquity Member Services support available every hour of every day • HealthEquity Visa® Reimbursement Account Card (if applicable) • Integrated PayChoice™ payment platform • Electronic member and client statements 	FSA administration fee² \$3.45 per account per month

Additional employer costs for services as requested by employer

Service	Service Fee
Returned deposited item, employer contribution refund request, manual processing fee ³	\$20 per item/request

¹This card is issued by The Bancorp Bank pursuant to a license from Visa U.S.A. Inc. The Bancorp Bank; Member FDIC.

²FSA/HRA account combinations will only be charged one fee of \$3.45 per member.

³Contributions are managed online via the Employer Portal. A \$20.00 fee will apply only if you create and send paper instructions to HealthEquity for allocating contribution payments. There is no fee for paying online or for entering contribution instructions online and sending a paper check.

Employer Services
is available at:

866.382.3510

Monday through Friday,
8 a.m. CT to 7 p.m. CT.

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Visit us at
www.HealthEquity.com

Fees for health savings account (HSA) holders

Service	Service Fee	Frequency
Account setup	Paid by plan sponsor	One-time
Monthly admin fee	Paid by plan sponsor*	Monthly
Replacement card	3 free: \$5 for each additional card if original is lost, stolen, or damaged, paid by member.	Per card
Reimbursement check	Free	
Payment directed to provider	Free	
Return deposited item	\$20	Per transaction
Overdraft or insufficient funds	\$20	Per transaction
Stop payment request	\$20	Per request
Distribution of excess contribution request	\$20	Per request
Account closing	\$25	One-time
Paper account statement	\$1 (no fee for electronic statements)	Monthly

Fees for reimbursement account holders (FSA/HRA)

Service	Service Fee	Frequency
Replacement card**	3 free: \$5 for each additional card if original is lost, stolen, or damaged, paid by member.	Per card
Reimbursement check	Free	
Payment directed to provider	Free	
Stop payment request	\$20	Per request
Paper account statement	\$1 per monthly statement requested (no fee for electronic statements)	Monthly



HealthEquity®

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*Monthly admin fees are typically paid by the plan sponsor, but may be paid by the employer or account holder and billed back via the premium or monthly bill. If an individual account holder changes health plans or employers, the account may be charged up to \$3.95 per month to be billed directly to the account holder.

**A HealthEquity Visa reimbursement account card is only issued when it complements the plan design.

Nothing in this communication is intended as legal, tax, financial or medical advice. Always consult a professional when making life changing decisions. In addition to restrictions imposed by law, your employer may limit what expenses are eligible for reimbursements. It is the members' responsibility to ensure eligibility requirements as well as if they are eligible for the plan and expenses submitted.