

Help employees save and plan for the future

With MetLife's Health Savings Account (HSA), employers can offer a triple tax-advantaged way for employees to save for healthcare expenses today and in the future – plus, an important opportunity to save and invest for retirement as well.¹ Our HSA can be administered at low or no cost in certain situations, while offering robust investment options and an exceptional, integrated customer experience.



HSA cash deposits earn more than

3x the industry average for interest rates.²

And with pre-tax funding, your employees can save up to 30% on average on qualified products and expenses.³

Our HSA solution makes life easier for your employees and you

For employees with High Deductible Health Plans, tax-advantaged HSAs can mean more available funds to cover out-of-pocket expenses today, as well as tax-free earnings growth for tomorrow. Employees can put aside pre-tax dollars for healthcare expenses while unused funds earn interest or are available for investing.

Designed with your business in mind

- With over 100 years of experience in core and voluntary benefits, our consultative approach and flexible plan designs across our entire range of 25+ benefits allow you to select and configure benefits to meet your employees' unique needs
- Integrated, end-to-end customer experience and consolidated account management across all of MetLife's benefit offerings
- High interest rate on HSA cash deposits – over 3x industry average²
- Robust investment capabilities, including self-directed brokerage via Charles Schwab and the ability to select from various platforms⁴
- The ability to facilitate the claims experience for HSAs and Limited Purpose Flexible Spending Accounts when combined with MetLife Vision and/or Dental.
- Analytic capabilities for additional insights across your employee population to drive increased participation and satisfaction
- Tailored employee educational resources and decision support tools to help employees understand and maximize the value of their benefits

Positive user experience for employees

- Simple, intuitive account setup and enrollment process, plus convenient ways to direct investments
- Employees can easily pay qualified expenses using a smart, multipurpose debit card that knows which of their accounts to tap into
- 24/7/365 account access through a participant portal or an easy-to-use mobile app with powerful capabilities to manage accounts on the go
- Email alerts and online messages to keep employees updated
- One-click answers to benefits questions

Tax advantages for everyone

- Employees fund their account with pre-tax contributions – up to the maximum amount set by IRS regulations for a household, plus a catch-up contribution for individuals over 55; employers may contribute toward the limit⁵
- Accounts are owned by the employee and unused amounts accumulate. The HSA account remains with the employee if they leave their employer

Contact your MetLife representative today.

What HSA funds can be used for:

- Copayments, coinsurance and deductibles
- Prescription drugs and OTC medications without a prescription
- Medical devices
- Vision and dental expenses
- Plus more⁶

1. An HSA is an account owned by the employee. Unlike the FSAs and Commuter Benefits, the employer does not sponsor the HSA. The employer does, however, sponsor a high deductible health plan and allows employees to make pre-tax salary reduction contributions to the HSA.
2. MetLife Internal Analysis (last updated February 2022). 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 rate 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.
3. HSA 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 exemptions and 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.
4. It is the employee who determines whether to invest funds, and the employee selects those investments from the platform made available through MetLife.
5. Contribution limits are subject to change and should be checked on an annual basis on the IRS website.
6. See IRS publication 502 available at <http://www.irs.gov/pub/irs-pdf/p502.pdf> for a list of qualified expenses. In addition, there may be legislation or additional publications that may modify or expand available qualified expenses. Employees should refer to their employer's plan document(s) for the latest list of qualified expenses under their plan.

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