

# BUSINESS HEALTH SAVINGS ACCOUNT

Healthcare costs are on the rise making it a challenge to provide an attractive benefit package to your employees. A Health Savings Account (HSA) from First National Bank, combined with a High Deductible Health Plan from your insurance provider, can reduce healthcare costs and provide a tax-advantaged, lifetime medical savings account for your employees.

## Benefits of HSA for your business

- AFFORDABLE** You can reduce your insurance premiums by switching to a HSA-qualified high deductible health plan.
- SIMPLE** FNB works directly with your employees to set-up and manage their HSA accounts, ensuring a smooth transition and seamless administration.
- FLEXIBLE** Contributions can be made by the employer and the employee. Employers can choose how much and how often they contribute to their employees' HSA accounts.
- VALUE-ADDED** HSAs provide added value to your benefits package by giving employees control over their healthcare decisions and a lifetime medical savings plan.
- TAX-SAVINGS** Contributions to a HSA are deductible as a business operating expense. Please consult with your tax advisor for details.

## Benefits of HSA for your employees

- LONG-TERM VALUE** HSA funds roll over from year to year and always belong to the employee, growing tax deferred. Funds can be used for medical expenses; and at the age of 65, can be withdrawn penalty-free for any reason.
- CONVENIENT** A First National Bank HSA debit card can be used to pay medical expenses at the point of service. Employees can take advantage of direct deposit to add money to their HSA accounts.
- CONTROL** HSAs put medical decisions in employees' hands. Employees can also decide how much and when they want to contribute to their HSA accounts.
- TAX-SAVINGS** HSA deposits are tax deductible and can be used to pay for medical expenses at any time. We recommend that employees consult their tax advisor for details.

## How to get started

1. Contact your insurance provider about a HSA-qualifying High Deductible Health Plan.
2. Determine if you will be contributing to your employees' HSAs. Direct deposit is available.
3. Arrange an orientation session for your employees with a First National Bank HSA expert.
4. Employees visit a First National Bank location and set up their accounts or apply online.