

Living today, planning for tomorrow

Health Savings Accounts
from Voya Financial®



Close the gap

As healthcare costs continue to rise, finding ways to offer cost-effective health-related benefits to your employees can be a challenge. Voya's Health Savings Account (HSA) solution helps your employees prepare for the road ahead. We do this by combining the highest levels of service, technology and educational tools to help your employees plan, save and invest in their financial health and wellness.

How HSAs work

A Health Savings Account (HSA) is a pretax account that employees can contribute to on a pre-tax basis and use to pay for eligible medical, dental and vision expenses while reducing their taxable income. Health Savings Accounts are available to anyone enrolled in a high deductible health care plan. Plus, when employees contribute with pre-tax dollars, employers pay less Federal Insurance Contributions Act (FICA) and Federal Unemployment Tax Act (FUTA) payroll taxes. Employers and other third parties can also contribute to an employee's HSA.

Voya Financial does not provide tax or legal advice. Employers should consult with their own tax and/or legal advisor for assistance in developing their employee benefit plans.



58.5%

of bankruptcies were
caused specifically
by medical bills¹

\$88

billion borrowed by
Americans for
medical expenses²

Voya's Health Savings Accounts were established to build on our experience in employee benefits, investment management and retirement solutions to create an account solution centered around two principles:



Easy
to spend



Easy
to manage

¹ American Public Journal of Health, 2019 <https://www.nasdaq.com/articles/medical-bankruptcy-is-killing-the-american-middle-class-2019-02-14>

² "The U.S. Healthcare Cost Crisis," GALLUP, 2020. <https://news.gallup.com/poll/248081/westhealth-gallup-us-healthcare-cost-crisis.aspx>

Easy to spend

Employees spend pre-tax dollars on qualified expenses using just one card that is coded with smart card technology. An app allows employees to capture receipts, get reimbursed for out-of-pocket expenses, view account balances, scan UPC codes and more. A secure consumer portal lets employees file claims, get email notifications and manage all their accounts.

Consumer portal

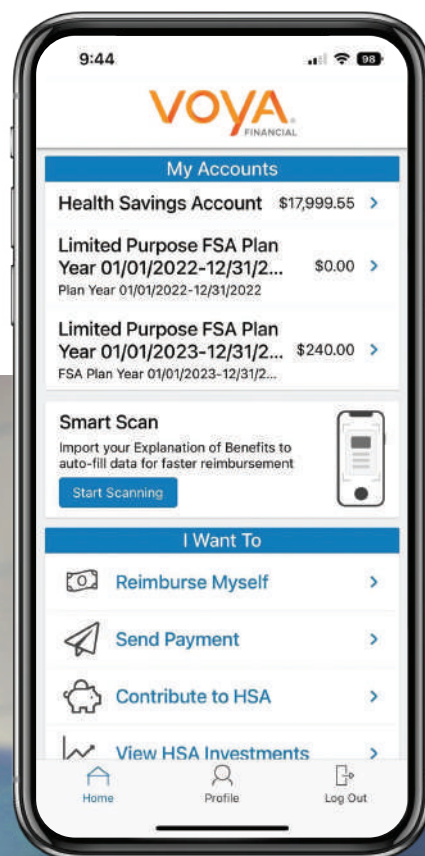
Employees will receive access to a secure, easy-to-use web portal where they can track account balances, submit requests for reimbursements, view the status of expenses and evaluate their healthcare expense trends from the main dashboard. The consumer portal also includes:

- One place to view all accounts
- Investment dashboard
- Notifications
- Custom tools and support

Mobile app

The app provides employees with a quick, simple way to check their healthcare account balances, submit receipts and scan UPCs for eligible expenses on the go.

Investments are not FDIC Insured, are not guaranteed by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC), and may lose value. All investing involves risks of fluctuating prices and the uncertainties of return and yield inherent in investing. All security transactions involve substantial risk of loss.





Easy to manage

An employer's dedicated account representative manages all aspects of their account with industry-leading account administration. Voya offers competitive fees based on our ownership of the value chain, designed to incent savings.

Dedicated account team

For all of our clients, Voya has a dedicated account manager and implementation manager to both resolve issues and proactively drive planning. We know employers need these plans to be low-noise, and our structure can help.

Comprehensive healthcare platform

A cloud-based account management platform that provides:

- Real-time integrations to ensure that data remains synchronized between the administration platform and any additional solutions;
- A single hosted platform for managing HSA, FSA, Limited Purpose FSA, Dependent Care and Commuter Benefits if offering these products;
- Rules-based benefit plans to ensure support of future regulations or benefit designs.

Employer portal

The employer portal is an easy-to-use, self-service solution that gives you the tools to understand and manage the activity of your company's CDH benefit plans. The employer portal includes:

- Reporting overview and navigation
- Consumer-level information
- Plan explanations
- Communication resources

Flexible contributions

Choose the best method for making contributions to employees' accounts using file imports or recurring contribution schedules that you manage in your own web portal.

Implementation

We work closely with you to help the implementation of your plan go smoothly.

You will have a dedicated implementation and support team focused on providing high quality service to you and your employees.

For HSAs: If you already have an HSA program but want to take advantage of streamlining your benefit administration, we offer a transfer kit to facilitate the transfer of balances from another HSA administrator.

Enrollment education and support

Communication is a key component to make the program successful. We offer a comprehensive array of enrollment and participant communications for you and your employees including: education and demonstration videos, frequently asked questions and much more.

Enrollment materials are designed to optimize participation by promoting tax-favored benefits and explaining how the mobile app and the card make CDH accounts easy for the consumer to access.

Our **Consumer and Employer Portal Quick-Start Guides** help you and your employees make the most of the online capabilities.

Cardholder materials include simple instructions on the proper use of the card.



Customer service

Our program is designed to provide many self-service features for you and your employees.

Our customer service representatives are available to support general service and insurance questions and perform a range of policy maintenance tasks. We provide live customer support 24/7.



Voya Health Account Solutions

When you offer Voya Health Account Solutions products to your employees, you can help combat rising health insurance costs and offer greater depth and flexibility in your benefits packages. You can also fully integrate accounts and powerful features onto one platform – providing a true multi-account solution. Accounts to choose from include:

- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Limited Purpose FSA
- Dependent Care FSA
- Commuter Benefits-Parking and Transit Accounts
- Health Reimbursement Arrangement
- COBRA Administration



To learn more about our Heath Account Solutions, contact your local Voya sales representative today.

Health Account Solutions, including Health Savings Accounts, Flexible Spending Accounts, Commuter Benefits, Health Reimbursement Arrangements, and COBRA Administration offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC). HSA custodial services provided by an approved HSA custodian as indicated in the applicable custodial agreement. For all other products, administration services provided in part by WEX Health, Inc.

This highlights some of the benefits of these accounts. If there is a discrepancy between this material and the plan documents, the plan documents will govern. Subject to any applicable agreements, Voya and WEX Health, Inc. reserve the right to amend or modify the services at any time.

The amount saved in taxes will vary depending on the amount set aside in the account, annual earnings, whether or not Social Security taxes are paid, the number of exemptions and deductions claimed, tax bracket and state and local tax regulations. Check with a tax advisor for information on whether your participation will affect tax savings. None of the information provided should be considered tax or legal advice.

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