



## HSA and Plan A

### Why High Deductible Health Plans (HDHPs) are Smart!

High Deductible Health Plans (such as our Plan A) are the future of health care. These plans offer catastrophic coverage for your financial protection, low paycheck deductions, and the ability to pair them with pre-tax Health Savings Accounts (HSAs). This allows you to take the savings from lower premium costs and put them in your HSA.

### Comparison of MATRIX Plan A (HDHP) versus B (PPO):

Item	Amount
Plan A Annual Premium (Single)	\$ 4,679.74
Plan B Annual Premium (Single)	\$ 7,951.84
Annual Difference	\$3,272.10
Plan A Deductible (Single)	\$ 3,000.00

Using the above example, an employee can take the \$3,272.10 savings in premiums and put them into an HSA. That will pay for her Plan A deductible and then some, while at the same time giving her a savings of 25%-40% (depending on her tax bracket) on those HSA contributions.

### Coverage Comparison between Plan A and B:

Item	Single Plan A	Single Plan B
Plan A Annual Premium (Single)	\$ 4,679.74	\$ 7,951.84
Plan B Annual Deductible (Single)	\$ 3,000.00	\$ 2,000.00
Total Cost Annually (Premium & Coverage)	\$ 7,679.74	\$ 9,951.84

You can see that Plan A has that advantage, as well. The most you will pay on Plan A in any given year is \$7,680.02 (including premiums, deductible, office visits, procedures, etc). The most you will pay for Plan B is \$9,951.84



## How does a Health Savings Account (HSA) work?

The first step is enrolling in an HSA-qualified Plan (such as Plan A). Once you've done this, you can open an HSA with the provider of your choice, or take advantage of our HSA with Aetna. Qualifying medical, dental or vision claims can be paid with the HSA debit card that will be provided to you, which is loaded with your HSA balance, and can be swiped at the time of your prescription purchase.

## Testimonials from High Deductible Plan (Plan A) users:

*"I'll admit I was a little scared to leave my traditional PPO and those nice, low co-pays that I'd become used to. But my financial adviser explained to me that my paycheck deductions, which I'm guaranteed to pay, were so much higher on the PPO vs. the High Deductible Health Plan. In fact, the difference in premiums was greater than the actual deductible on this Plan. I only went to the doctor 5 or 6 times last year, and one of those visits was preventative so it was covered in full. I didn't even reach my deductible, so I was able to pocket the difference. You can even pay for your doctors' visits and prescriptions pre-tax in an HSA, which means even more savings. Bottom line is you save on your deductions, but pay more when you use the Plan - but not nearly enough to equal what you would be paying on your deductions on Plan B."*

*"I have had a High Deductible Health Plan for three years. The premiums were a lot less and it achieved my purpose of covering me in case of catastrophic illness. I just had a colonoscopy and even with my \$3,000 deductible, it is 100% covered (no co-pay, no deductible). This is because it's preventative. In the meantime, I have saved over \$9,000 tax-free in my HSA! I can use this any time for medical expenses, or continue to invest and hopefully earn over time."*