



# HSA Employer News!

## August 2013

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### Get Ready for Open Enrollment

As we move closer to annual open enrollment, anticipate and prepare for all concerns your employees may have about choosing a Health Savings Account (HSA). Employees commonly fear out-of-pocket expenses that may result from participation in their HSA. Information is the key to mitigating that fear.

Take the time to explain that medical service providers calculate fees at their insurance carriers' negotiated rates. Most medical service providers will accept minimum monthly payments, allowing your employees time to fund their HSA. Also, remind your employees that they may reimburse themselves for out-of-pocket expenses incurred before they have accumulated money in their HSA.

One-to-two months before your enrollment period, provide specifics about employee HSA education and cost-benefit calculations. Create easy-to-read analysis handouts that are unique to your plan's design and fully "paint the picture" regarding potential savings. Highlight any allowable preventive care that may be covered by your plan; explain qualified medical expenses and specific account features. For easy access to information and training, visit us online.

### National Immunization Awareness Month

August is National Immunization Awareness Month (NIAM), a time for Americans to focus on improving our national immunization coverage levels. This year, the National Public Health Information Coalition (NPHIC) is coordinating NIAM activities.

The campaign encourages people of all ages to protect their health through immunization against infectious diseases. While currently vaccine-preventable disease levels are at or near record lows, the potential for disease outbreaks still exists. Please remind your employees that vaccines are considered preventive care and may be exempt from their High Deductible Health Plan (HDHP) deductibles.

The NPHIC encourages parents to immunize their children by age two and to make sure older children, preteens and teens receive all suggested vaccines before going back to school. College students are also urged to make sure their immunizations are up to date before they move into dormitories. Even adults need to know about the vaccines and boosters they may need. Keep in mind that flu season is just a few short months away!

### HSA Participation Continues to Increase

According to a recent study by the health insurance lobbyist group, America's Health Insurance Plans (AHIP), the number of participants in HSA-eligible insurance plans has reached nearly 15.5 million, an increase of about 15% over 2012. Additionally, the group's latest annual census found that enrollment in HSAs has more than tripled over the past six years. The study also noted that growth of HSAs is particularly strong in the large-group plan market as employers embrace health plans that include HSAs.

### Take Good Care of Yourself this August!