



HERITAGE BENEFITS

Level Up Your Health Plan!

Switch to HDHP & HSA

Are you tired of those high monthly premiums taking a huge bite out of your paycheck? It's time to take control of your healthcare dollars with a High Deductible Health Plan (HDHP) paired with a Health Savings Account (HSA). Switching is okay! This is a smart, modern way to manage healthcare costs and can be a great move for most employees, offering significant financial benefits and more flexibility than older, higher-premium plans.

Top 3 Reasons to Make the Switch

1. Lower Monthly Premiums = More Money Now

The most immediate benefit! HDHPs have significantly lower monthly premiums compared to traditional plans. That means more money in every paycheck for your immediate budget and savings goals.

2. The Power of the Health Savings Account (HSA)

An HSA is an employee-owned savings account that gives you a triple tax advantage—an incredible tool for both current and future health expenses:

Tax-Deductible/ Pre-Tax Contributions:

Money goes in pre-tax, lowering your taxable income.

Tax-Free Growth:

Your funds grow tax-free, like a retirement account!

Tax-Free Withdrawals:

Money comes out tax-free when used for qualified medical expenses. It's your money! Unlike a Flexible Spending Account (FSA), your HSA funds roll over year after year and are portable, meaning you keep them even if you change jobs or retire.

3. Protection Against Catastrophic Costs

While the deductible is higher, all plans, including the HDHP, have an out-of-pocket maximum. Once you hit that cap, the plan pays 100% of covered services for the rest of the year. Your financial risk is capped, providing security in case of a major medical event.

How It Works: HDHP + HSA Simplified

Feature	HDHP with HSA	Older, Higher Premium Plans
Monthly Premium	Much Lower	Much Higher
Deductible	Higher	Lower
Preventative Care	100% Covered (no cost to you, even before deductible!)	Usually 100% Covered
HSA Access	YES! Triple Tax Advantage - funds roll over	Only \$700 can roll over into next year's FSA account.
Your Control	High - You decide when and how to spend your tax-free HSA funds	Lower - Fixed co-pays, little control over premium spending

With HDHP, medical and prescription costs are subject to deductible; once you meet the deductible, medical and prescription costs are covered at 100%.

You're in the driver's seat! By paying for day-to-day care with your tax-free HSA dollars, you're empowered to shop for the best value on services and medications, making you a smarter healthcare consumer.

Is This Right for You?

An HDHP/HSA combo is an excellent choice if you:

- ✓ Are generally healthy and primarily use preventive care (which is covered at 100%).
- ✓ Want lower monthly premiums to increase your take-home pay.
- ✓ Are looking for a powerful, long-term tax-advantaged savings and investment tool (the HSA!).
- ✓ Want more control and transparency over your healthcare spending.

Don't worry about the deductible! Use your HSA to cover those upfront costs with pre-tax money. You're effectively trading high, fixed premiums for the ability to save, invest, and spend tax-free when you need care.

Ready to Save Money and Gain Control?

Review the plan details and calculate your potential premium savings versus your expected out-of-pocket costs. Enroll in the HDHP and start contributing to your HSA in 2027!

