

# Benefits Planning

## The Convergence of Health & Retirement



High Deductible Health Plans (HDHPs) with a Health Savings Account (HSA) could offer you an opportunity to spend less on insurance premiums, pay only for health care that you use, set money aside for medical expenses, and save money on taxes.

Because premiums for HDHPs tend to be lower than for more traditional health insurance plans, you may be able to re-allocate premium dollars to savings options.

*65% of employees may be financially better off in a HDHP\**

### Health Savings Account

#### Tax Savings

- Contributions are pre-tax (in most states)
- Earnings grow tax-free
- Distributions are tax-free if used for qualified medical expenses

HSA balances carry over from year-to-year, and are completely portable if you leave your employer.

If you don't need to spend your HSA dollars, you can invest them and they will grow tax-free.

#### Maximum Annual Contribution For 2017

- Self-only health coverage: \$3,400
- Family health coverage: \$6,750
- Catch-up contribution (age 55+): \$1,000/year

### 401(k)

#### Tax Savings

- Contributions are pre-tax (in most states)
- Earnings grow tax-free

401(k) balances carry over from year-to-year, and are completely portable if you leave your employer.

Your account is invested and will grow tax-free

#### Maximum Annual Contribution For 2017

- Employee contribution: \$18,000
- Catch-up contribution (age 50+): \$6,000
- Employer and employee contribution: \$54,000

Are you taking advantage of your savings options? Talk to **XXXX** to discuss your savings options.

\*Based on: (i) case study in "The case for CDHPs...", Change Healthcare, December 2012, and (ii) statistics showing that 80% of individuals in the U.S. account for only 18.30% of total health spending, "Concentration of Health Care Spending in the U.S. Population, 2010," Kaiser Family Foundation.  
SMA-HW010 (9/17)

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Both Health Savings Accounts (HSAs) and 401(k) plans offer distinct advantages to participants, and strategic use of both can help meet the challenges of funding a secure retirement.

Millions of people are taking advantage of the opportunities offered by the HSA in combination with their 401(k). Here's a few basic guidelines to get you started:

*HSA enrollments have more than doubled in the last five years and are estimated to reach more than \$53 billion by 2018, which is a 20% increase from 2017.\**



### Save

Start saving early and contribute as much as possible from the start



### Ask for Help

Speak to a financial advisor if you need help planning for retirement



### Maximize

Maximize any matching contributions offered by your employer



### Invest

Invest appropriately according to your retirement timetable and your risk tolerance



### Utilize

Utilize any planning tools and resources offered by your employer

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\*Source: CNBC.  
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