

Health Savings Account (HSA)

Using HSAs to control healthcare costs

For organizations large and small, rising healthcare costs are taking a toll on both employees and the bottom line. For many employers, healthcare expenses are the largest expense other than salaries – and an increasingly worrisome business concern.

A Health Savings Account (HSA), combined with an HSA-compatible health plan, is a proven solution that can help you tackle rising healthcare costs. HSAs are entirely owned by the account holder, and they put healthcare spending and decision-making into the hands of your employees.



Together we'll go far



HSA's benefit you and your employees

Offering your employees a Wells Fargo-administered HSA in conjunction with an HSA-compatible health plan benefits both you and your employees.

| Benefit | Employer | Employees |
|-----------------------|--|--|
| Ownership and control | <ul style="list-style-type: none"> Entirely owned by the employee Promotes employee involvement and accountability in purchasing healthcare services | <ul style="list-style-type: none"> Employees decide how much (up to certain limits) to contribute each year Can take entire account balance with them if they move, change jobs, or enroll in a new health plan |
| Flexibility | <ul style="list-style-type: none"> Both employer and employee can contribute More flexible than other tax-advantaged accounts, such as Flexible Spending Accounts (FSAs) and Health Reimbursement Arrangements (HRAs) | <ul style="list-style-type: none"> Can use HSA funds to pay for a variety of healthcare-related expenses Can choose to pay healthcare expenses from the account or save dollars for future use Unused HSA balance rolls over from year to year and grows tax-free* – “use it or save it” |
| Affordability | <ul style="list-style-type: none"> Helps control your organization’s spending on healthcare benefits Employee participation may increase due to HSA’s affordability compared to other plans Employer contributions may increase employee interest and participation | <ul style="list-style-type: none"> Works in conjunction with health insurance provider’s HSA-compatible health plan, which usually has lower premiums No investment transaction fees (Some fees may apply if employees choose to use optional banking services or other non-standard services) Nominal monthly service charge can be paid by employee or employer |
| Long-term savings | <ul style="list-style-type: none"> Reduces organization’s retiree health benefit expenditures by empowering employees to save for future healthcare expenses | <ul style="list-style-type: none"> Offers both an FDIC-insured, interest-bearing deposit account plus the option to automatically direct funds into preselected investments after reaching a minimum balance Can use contributions, interest, and investment gains that accumulate over time tax-free for qualified medical expenses later in life |
| Investment choice† | <ul style="list-style-type: none"> Wells Fargo offers high-quality and reputable investment options to employees meeting a minimum deposit account balance requirement in their HSA | <ul style="list-style-type: none"> Wells Fargo offers 13 HSA mutual fund options to accommodate a range of investment objectives |
| Convenience | <ul style="list-style-type: none"> Wells Fargo offers simple-to-use tools and support to help employers save time when managing their HSA program at wellsfargo.com/employertoolkit | <ul style="list-style-type: none"> Can pay for qualified medical expenses with the Wells Fargo Visa® HSA debit card anywhere the Visa debit card is accepted |
| Tax savings* | <ul style="list-style-type: none"> Save on Social Security and Medicare taxes by offering pretax payroll deductions for employee HSA contributions | <ul style="list-style-type: none"> All contributions (including employer contributions), earnings, and eligible withdrawals are income tax-free Don’t pay taxes on withdrawals used for qualified medical expenses |

Why Wells Fargo?

As one of the most experienced HSA providers in the nation and a trusted financial services provider, Wells Fargo helps employers of all sizes meet employee benefit goals now and over time.

For employers offering an HSA-compatible health plan, Wells Fargo delivers an HSA program with an efficient implementation process, easy-to-use account administration options, comprehensive educational tools, and simple fee structure. Our dedicated relationship and servicing teams work with you to help reduce healthcare costs and maximize the return on your HSA program.

Local and national presence

Wells Fargo makes it easy for small local businesses and large national employers, as well as their employees, to get the HSA products and services they need — no matter where they work or live.

Works with any HSA-compatible health insurance plan

The Wells Fargo HSA works with HSA-compatible plans from any health insurance carrier. There are no limitations on the health insurance carriers we can work with — whether you offer one plan locally or multiple plans nationally.

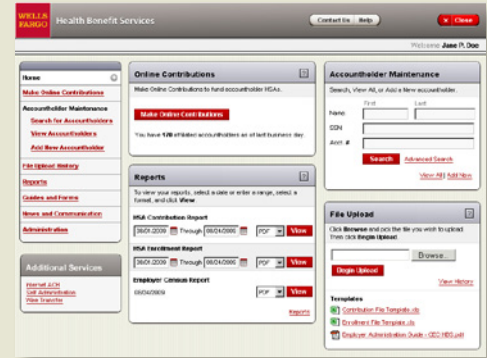
Comprehensive service and support

Our dedicated sales and servicing teams support you throughout every stage of implementation, enrollment, and ongoing program maintenance. Our knowledgeable representatives are committed to building and servicing an HSA program that helps meet your health benefit goals today and over time.

We collaborate with employers to deploy our enhanced educational tools and best practices to help ensure a smooth transition as you and your employees move to HSA-compatible plans.

Administratively fast, easy-to-use online tools

- **Commercial Electronic Office® Health Benefit Services (CEO® HBS) portal** — This online administration tool makes it faster and easier for you to do everything from enrolling employees and contributing to their accounts, to ongoing account holder maintenance. A range of dynamic online reports are available as well. If you want to learn more about enrollment and contribution options, please visit wellsfargo.com/employertoolkit.



- **Wells Fargo Health Account ManagerSM portal** — This online tool makes it easy for employees to manage and maximize the value of their HSAs. A secure site using leading edge technology and sophisticated encryption, the Health Account Manager portal provides the tools employees need to view detailed account activity, set up or change direct deposit accounts, monitor debit card activity, and download forms for account actions.

Implementation support gets HSA programs off on the right foot

For larger employers, our sales and support teams (including sales executives, relationship managers, and implementation project managers) work directly with you to build an implementation and enrollment plan, provide ongoing education, and support your strategies for reaching the goals of your HSA program.

For smaller employers, a dedicated account manager works with you to understand your HSA program objectives and build enrollment and implementation plans to meet those needs.

Once we work with you to set expectations for the implementation process and timeline, we transition you seamlessly to an implementation team that helps you set up your HSA programs and provide training on our enrollment, contribution, and program maintenance tools.

Convenient access to HSA funds for employees

Employees can use HSA debit cards anywhere Visa debit cards are accepted. Online services are available 24 hours a day, 7 days a week, and phone support from dedicated HSA Customer Service representatives is available Monday through Friday, 7:00 a.m. to 8:00 p.m. Central Time.

Accountholders can make deposits or withdrawals and check HSA balances at more than 3,000 Wells Fargo stores, and they can withdraw cash fee-free at more than 12,000 Wells Fargo and Wachovia ATMs, or for a fee at more than 100,000 ATMs with a Visa or Plus logo.



Choices for employees to invest and save

Each HSA deposit account is FDIC-insured and pays a competitive interest rate. Interest rates are available at wellsfargo.com/hsa. Wells Fargo HSA accountholders have the option of opening a tax-advantaged investment account and choosing from 13 mutual fund options to meet their personal financial goals and investing style.

About Wells Fargo

With Wells Fargo as the preferred administrator to manage HSAs for your eligible employees, you'll be aligned with one of the largest, strongest, and most-recognized financial service companies in the nation.

Wells Fargo Health Benefit Services specializes in the administration of HSA programs, and we have extensive experience working with employers, insurance agents and brokers, and carriers. We can evaluate your company's health benefit needs and tailor the right plan or combination of plans to help you meet those needs.

Wells Fargo: One of America's great companies

Barron's

- Among the top 50 of the World's Most Respected Companies (2010)

BusinessWeek

- America's No. 2 Most Generous Corporate Foundation (2010)

Fortune

- World's 39th Most Admired Company (2010)

Newsweek

- America's No. 1 Green Bank and No. 13 Greenest Big Company (2009)



Ready to take the next step in tackling rising healthcare costs?

To get started, or if you would like more information about HSAs, call Wells Fargo Health Benefit Services at 1-866-449-9929.

† INVESTMENT PRODUCTS: NOT FDIC INSURED • NO BANK GUARANTEE • MAY LOSE VALUE

*All tax references are at the federal level. State taxes vary. Please consult with your tax advisor.

Investment in any mutual fund is not insured or guaranteed by the U.S. Government, the FDIC, the Federal Reserve System or any other federal agency. Shares of a mutual fund are not obligations, deposits or guaranteed by Wells Fargo or its affiliates and are subject to investment risk, including possible loss of principal.

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