

HSA Bank FSA Transition Webinar

December 2024



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**Leidos Employee
Support**
877-851-5276

Today's Agenda



- HSA Bank is your new provider for HSA, FSA, Commuter and COBRA/Direct Bill
- FSA transition and special considerations
- Employee communications and resources
- Frequently asked questions
- Live Q&A

HSA Bank Account Administration

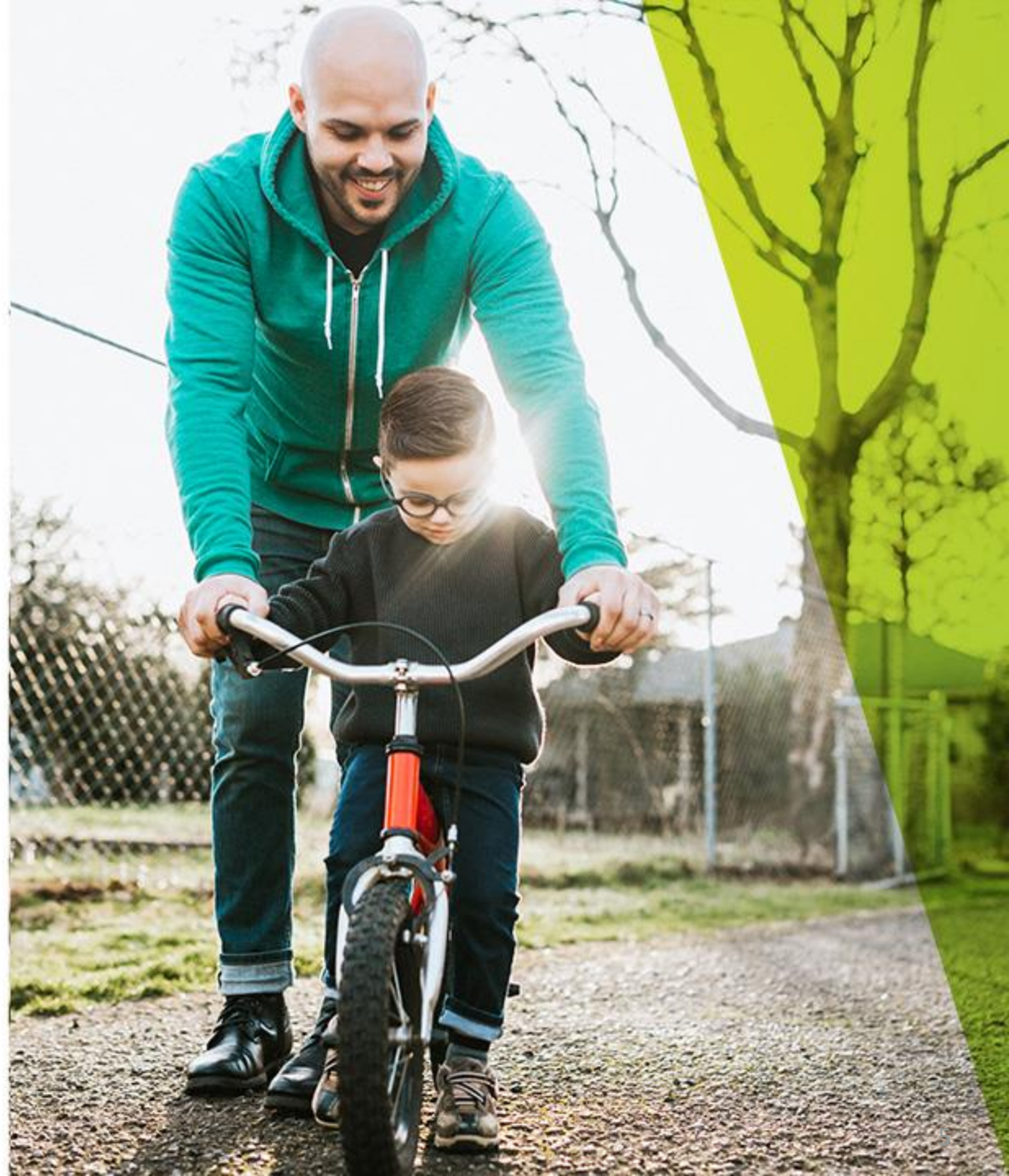
Starting 1/1/2025: Leidos has selected HSA Bank to administer its Health Savings Account (HSA), Flexible Spending Accounts (FSA), Commuter Benefits, COBRA and Direct Bill for all employees.

- **Health Savings Accounts**
- **Healthcare FSA**
- **Limited Purpose FSA**
- **Commuter Benefits (Mass Transit and Parking)**
- **COBRA/Direct Bill**

Dependent Care FSA



FSA Transition to HSA Bank



2024 Flexible Spending Account (FSA) expenses

Important 2024 Claims Reminders:

- You can continue to file any 2024 FSA claims directly with HealthEquity until December 31, 2024.
- Starting January 1, 2025, you can't use your existing HealthEquity debit card to pay for any 2024 FSA claims.
- Any claims prior to December 31, 2024 need to be manually submitted to HSA Bank that were not previously filed with HealthEquity.
- If you use your HSA Bank debit card for 2024 expenses prior to December 31, 2024, your card may be suspended.
- You have until April 30, 2025 to file a 2024 claim not previously filed with HealthEquity.
- If you have any remaining 2024 FSA dollars, you can carryover a maximum of \$610 to be used in your 2025 plan year. Any remaining dollars over \$610 will be forfeited.

FSA in 2025 with HSA Bank

What can I expect if I have an FSA in 2025 with HSA Bank?

- Starting **January 1, 2025**, HSA Bank will be administering all FSA programs.
- You'll receive a welcome kit and debit card mailed to your home address in late December.
- If you elect an FSA in 2025, all 2025 plan year Healthcare Flexible Spending Account (HC-FSA) and Limited-Purpose Flexible Spending Account (LP-FSA) contributions will be applied to your account with HSA Bank. Dependent Care Flexible Spending Account (DC-FSA) contributions will be available as contributions are made from your payroll starting in January.
- Your new HSA Bank Health Benefits Debit Card can only be used for 2025 FSA expenses.
- If you have any HSA and an LPFSA and/or DCFSA, you can use the same HSA Bank Benefits Debit Card.

Reimbursements that don't require receipts (auto-substantiation)

Your FSA expense may be auto-substantiated if you used your HSA Bank Health Benefits Debit Card in one of these ways:

1

At a pharmacy checkout counter with an Inventory Information Approval System (IIAS) register, which is most pharmacies today – IRS-qualified purchases are immediately verified, and your claim shows as paid in the Member Website.

2

You paid your plan copay upfront at the doctor's office – It's automatically paid.

3

Your payment is recurring – You need to submit the first receipt with the *Recurring Receipt Form* (typically for orthodontics) or the *Recurring Dependent Care Request Form* for daycare services.

Reimbursements that require receipts

1

You paid upfront at the doctor's office but it's not a copay amount.

2

You paid for an eligible expense at the front retail counter instead of the pharmacy counter.

3

You paid with a credit card or check.

How to submit a receipt

1 Through the HSA Bank app

2 Through the Member Website

3 By mail

4 By fax



5 receipt must-haves for reimbursement

A simple debit card receipt may not necessarily include the required information for substantiation. When submitting your receipt, keep in mind these 5 must-have items of information required for reimbursement:

- 1** Provider or retailer name
- 2** Date of expense
- 3** Description of expense
- 4** Amount paid for product or service not covered by insurance
- 5** The name of the person who received the product or service



Employee Communications and Resources

FSA transition milestone timeline



Transition resources

Visit hsabank.com/Leidos to access this presentation and FAQs on the transition to HSA Bank.

Leidos Employee Resource Center

leidos hsabank HOME HSA RESOURCES FSA RESOURCES COMMUTER RESOURCES CALCULATORS

Welcome to Your Leidos Resource Center

Your comprehensive resource on HSAs, FSAs and Commuter Benefits including calculators, flyers, videos, FAQs, investments, tax information and more.

Bookmark this page!

Move your HSA funds to HSA Bank

It's easy to transfer your existing Health Savings Account (HSA) to HSA Bank. Authorize the transfer with code **ANBPM** and avoid possible fees from your existing HSA custodian.

Consent Today

Account Transition to HSA Bank

Access key information about your transition to HSA Bank.

Learn More

HSA Resources

Download Health Savings Account flyers and forms, watch educational webinars and learn more about this unique, tax-advantaged account.

Learn More

HSA Investment Options

HSA Bank provides unique opportunities to invest Health Savings Account (HSA) funds in self-directed investment options.

Learn More

FSA Resources

Learn how to save pre-tax money from your paycheck for eligible healthcare and dependent care expenses with a Flexible Spending Account.

Learn More

Commuter Resources

Commuter benefits help you cover eligible mass transit and parking expenses.

Learn More

Calculators

Our tools and calculators help you make smart decisions about your healthcare.

Try Today

Are You Retirement Ready?

Keep building your savings as you're ready for unexpected expenses now and into retirement. HSAs are the only accounts that offer a triple-tax advantage. You can put money into it, gain interest, and use it to pay for IRS-qualified medical expenses, all tax-free.

Review Contributions

Transition Webinar Presentation

HSA Bank FSA Transition Webinar

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hsabank own your health & wealth leidos

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Frequently Asked Questions

Top employee FAQs

HSA Bank Debit Card

If I have an HSA and LP-FSA and/or DC-FSA, do I receive separate HSA Bank Benefits Debit cards?

No, you'll receive one HSA Bank Benefits Debit card for all accounts with HSA Bank.

FSA Transition

Do I have any required actions to transfer any remaining FSA balance from HealthEquity to HSA Bank?

No action is required. Any remaining funds will transfer automatically on January 29, 2025 and be available on January 31, 2025.

When is the last day I can use my HealthEquity debit card?

December 31, 2024

How do I submit a 2024 FSA expense to HSA Bank not previously filed with HealthEquity?

Starting on January 31, 2024, any claims prior to December 31, 2024 need to be manually (paper or online) submitted to HSA Bank that were not previously filed with HealthEquity.

For 2024, do any of my remaining FSA funds carryover to 2025?

Yes, you can carryover a maximum of \$610 to the 2025 plan year.

Live Q & A



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Resource Center



<https://myaccounts.hsabank.com>

(Available after you receive your
welcome kit in the mail.)

