HSA as Long-Term Savings/Retirement Account

How to Invest HSA Dollars

For Leidos Employees May 29, 2025





What's an HSA?



Unique savings account

Use it for medical expenses not covered by your insurance.



Retirement account

It's like a 401 (k) with added benefits.



Three unique tax benefits of HSAs



No federal taxes on HSA contributions.*



Earnings from interest and investments are tax free.



No taxes on HSA distributions when used for IRS-qualified medical expenses.

•

^{*}Earnings are exempt from federal taxes. Most states do not tax HSA earnings. However, state tax treatment varies. Please consult with a tax advisor or the state department of revenue for more information.

IRS-qualified healthcare expenses

Expense-Eligibility.pdf

- Acupuncture
- Ambulance
- Artificial limbs
- Artificial teeth*
- Birth control treatment
- Blood sugar test kits for diabetics
- Breast pumps and lactation supplies
- Chiropractor
- Contact lenses and solutions*
- COVID-19 diagnostic testing and treatment
- Crutches
- Dental treatments (including X-rays, cleanings, fillings, sealants, braces and tooth removals*)
- Doctor's office visits and co-pays
- Drug prescriptions
- Eyeglasses (Rx and reading)*
- Fluoride treatments*
- Feminine hygiene products

- Fertility enhancement (including in-vitro fertilization)
- Flu shots
- Guide dogs
- Hearing aids and batteries
- Infertility treatment
- Inpatient treatment at a therapeutic center for alcoholism or drug addiction
- Insulin
- Laboratory fees
- Laser eye surgery*
- Medical alert bracelet
- Medical records charges
- Midwife
- Occlusal guards to prevent teeth grinding
- Orthodontics*
- Orthotic Inserts (custom or off the shelf)
- Over-the-counter medicines and drugs (see more information below)

- Personal protective equipment (PPE) like masks and hand sanitizer
- Physical therapy
- Psychiatric care
- Psychoanalysis
- Psychologist
- Special education expenses that include tutoring for a child with learning disabilities caused by mental impairments (recommended by doctor)
- Speech therapy
- Stop-smoking programs (including nicotine gum or patches, if prescribed)
- Surgery, excluding cosmetic surgery
- Vaccines
- Vasectomy
- Vision exam*
- Walker, cane
- Wheelchair

Services and products that may be eligible with a Letter of Medical Necessity completed

Weight-loss program only if it is a treatment for a specific disease diagnosed by a physician (e.g., obesity, hypertension, heart disease) Compression hosiery/socks, antiembolism socks or hose Massage treatment for specific ailment or diagnosis

CPR classes for adult or child

Improvements or special equipment added to a home or other capital expenditures for a physically handicapped person

Ineligible expenses

Aromatherapy
Baby bottles and cups
Baby oil
Baby wipes
Breast enhancement
Cosmetics and skin care

Cotton swabs
Dental floss
Deodorants
Hair re-growth supplies and/or services
Health club membership dues
Humidifier

Lotion Low-calorie foods Mouthwash Petroleum jelly Shampoo and conditioner Spa salts

Eligible dependent care expenses

Au pair services Babysitting services Before-and after-school programs Custodial or eldercare expenses, inhome or daycare center (not medical care) Nursery school Pre-kindergarten Summer day camp (not educational in nature)

Ineligible dependent care expenses

Clothing
Food/meals
Kindergarten and higher
education/tuition expenses
Overnight camp

Use Tax-favored dollars to buy what you need Locate and purchase allowed items

www.amazon.com/b?node=118816940011&ref=HSAB

The HSA Bank FSA and HSA Storefront on Amazon

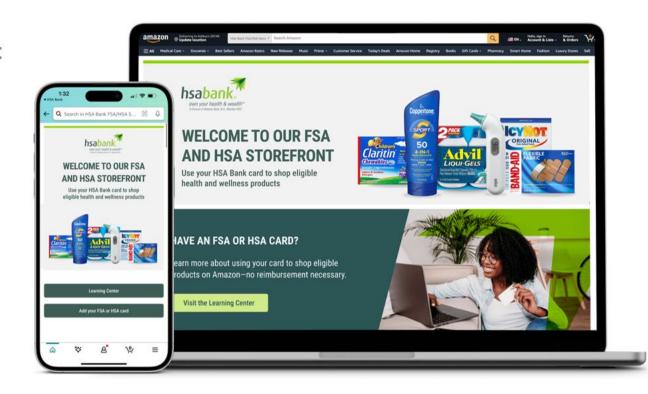
Access the storefront on the Member Website and you can:

Save money when you use HSA and FSA tax-advantaged funds

.

Simplify purchasing eligible healthcare products and promote wellness

Build your understanding of HSA and FSA eligible products



Customer Identification Program (CIP)





Customer Identification Program (CIP)

Due to the USA Patriot Act, all banks are required by federal regulation to implement Customer Identification Programs (CIPs) to prevent financing of terrorist operations and money laundering. This document provides information about HSA Bank's CIP process and the steps taken to ensure HSA Bank is able to verify each customer's identity. The following information is required and collected by HSA Bank for our Customer Identification Program (CIP):

First and Last Name Residential Address Date of Birth

Social Security
Number

Home or Business Phone

Requirements



CIP for the accountholder will be performed at time of enrollment.

- 2
- During the application process, we may be required to collect additional forms of identification from accountholders. If we need additional ID verification from you, we will notify you at least two times by mail.
- 3

Accounts will remain open and fully functional while we attempt identity verification*.

4

HSA Bank will close the account if you are unable to supply the proper forms of identification within 90 days of the account setup. If you wish to reestablish your account, you must provide 2 valid forms of identification. To reopen your account 12 months after closure, you may be required to submit a new application through the appropriate enrollment method and provide identification at that time.



CIP follow-up communications

HSA Bank will reach out to all accountholders who are required to submit additional forms of identification.

Employees will receive first notification within 2 weeks of enrollment and a second notification between 5 to 7 weeks after enrollment, if necessary.

Valid forms of identification

HSA Bank contacts any accountholder being required to submit additional forms of identification. Those accountholders must submit copies of the following within 90 days of account setup:

- Social Security Card
- U.S. government-issued photo ID, such as a driver's license, passport, or visa, or state issued ID card (Note: If the U.S. government-issued photo ID does not display a current address, a utility bill from within the last 3 months displaying the current address will also be needed.)

Identification can be submitted to HSA Bank by using one of the following methods:

Online: Log in to your HSA account. If you haven't created your username and password yet, please do so at hsabank.com and then log in. Next, select Resources from the left navigation, and in the Secure Document Upload section on the right, click Upload.

Email: hsaforms@hsabank.com

Mail: HSA Bank, P.O. Box 939, Sheboygan, WI 53082

How to Verify Your Identity with HSA Bank

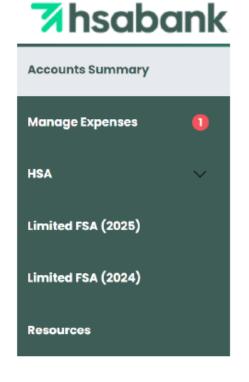
Upload documents securely via our portal





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Plan Administrative Services and Benefit Services are administered by Webster Servicing LLC.

Verify your Identity with HSA Bank



Login to your account at <u>www.hsabank.com</u> On the Left Menu Bar, select "Resources"

Verify your Identity with HSA Bank

From the 'Resources' Tab, select "Secure Document Upload"



Verify your Identity with HSA Bank

Document Upload Instructions

Securely upload forms and supporting documents.

Identity Verification

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If you got a letter that said we need to verify your identity before we can open your HSA, upload a completed Identification Verification Form along with the required personal documentation.

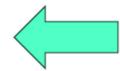
Note: If you upload documentation that isn't an identification requirement, it won't process.

Drop your files here or <u>browse</u>

Maximum file size: 10 MB

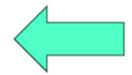
Accepted file formats: .jpg, .jpeg, .png, .pdf

Maximum number of files: 5



From the Dropdown, select "Identity Verification"

Attach your documents, then click "Submit"



Beneficiaries





The importance of beneficiaries

A beneficiary is a person or legal entity that has been designated to receive the proceeds from your Health Savings Account (HSA) in the event of death

Beneficiary designation ensures
HSA assets are distributed
according to your wishes in
the event of your death

Non-Spouse beneficiaries pay income tax but no penalties

Spouses can treat the HSA as their own and pay for qualified medical expenses - no taxes, no penalties

HSAs can be distributed to one or more Primary and Secondary Beneficiaries, including individuals, or organizations such as a trust or charity

Steps you can take today

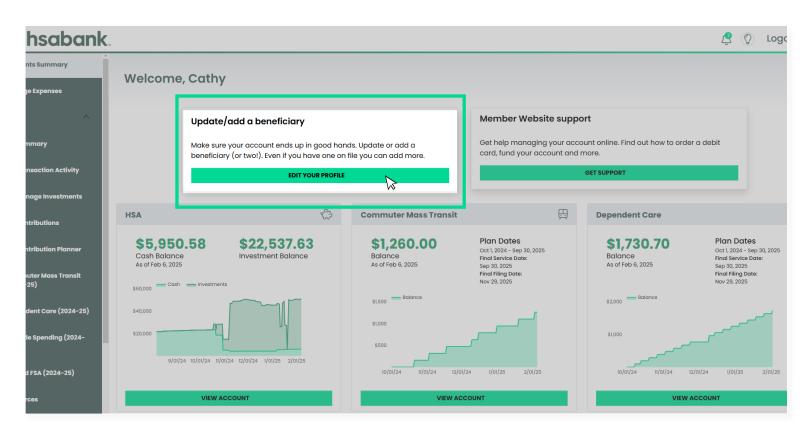
Identify beneficiaries if you haven't already

Review beneficiaries periodically, especially with major life events or updates to an estate plan Designate a beneficiary on the HSA Bank Member Website



Adding a beneficiary is easy

Add, replace, or edit a beneficiary from the settings menu on the HSA Bank Member Website or mobile app.



In Settings, scroll down
Click "HSA Info"
Then Click "Beneficiaries"
then "ADD BENEFICIARY"



View account details and manage beneficiaries and authorized signers.

Coverage Level Individual Update **Routing Number** 075907947

Account Number

..... 0

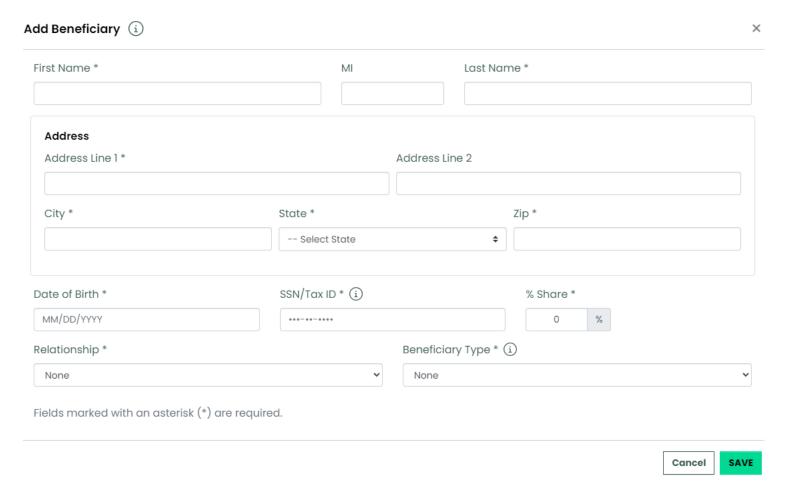
Authorized Signers

Beneficiaries

Designating a beneficiary for your HSA lets you decide where remaining funds go after you pass away. If you are married, live in a community property state, would like to leave your account to an estate, or want to designate a non-spouse primary beneficiary, you must submit an HSA Designation of Beneficiary Form. If you have one or more active estate beneficiaries or an inactive estate beneficiary, please complete the form above to make any updates to your account. Upload the completed form through Secure Document Upload.

ADD BENEFICIARY +

Primary



Enter Beneficiary's information, then "SAVE"

You can name multiple Primary Beneficiaries

You can name Primary and Contingent (Secondary) Beneficiaries



Tools & Information

Educational Resources for Accountholders

Here for you

Home





Home Resources - Calculators

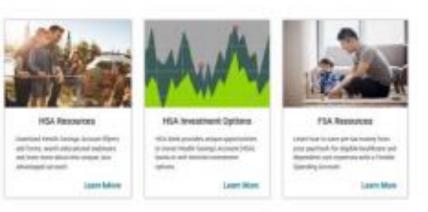
Welcome to Your Leidos Resource Center

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

Bookmark this page!



Move your ISSA hunds to HISA Dank The first investigation of the control of the contr







Are You Retirement Ready?

Prograding and strong as solve ready to compared experiences and the extension field and the countries from a change to not per terreprote à passement, animent à son le El publicionnels d'entres, al sorbe-

Calculators to help maximize your HSA

HSA Bank calculators available at Calculators

- Health Plan Comparison Calculator
- HSA Contribution Calculator
- HSA Savings Calculator

It's important to "do the math" for ourselves.

Consider all relevant factors.

Contribution calculator

Free resource available to anyone

Contribution Calculator

Helps you understand limits and optimal contribution levels to reach the maximum

How Much Can You Contribute to Your HSA?

Our simple calculator shows how much you are eligible to contribute to your Health Savings Account (HSA), as well as how much you should contribute each paycheck to reach the contribution maximum.

Select the year you would like to calculate:

2025

2026

SEE THE SIMPLE MATH

Contribution planner

Available for accountholders on the Leidos Dedicated Resource Center

Considers health status, retirement targets, and family situation to provide a real-time projection of savings

Your Contribution Projections



99%

Projected likelihood this contribution will cover your expenses this year



\$230,587.64

Projected savings at age 65

What kind of HSA accountholder are you?



Spenders

Spenders use most of the money in their HSAs to pay for qualified medical expenses and want information that helps them do that effectively.



Savers

Savers build their HSA balances and don't rely on their HSA to pay for current medical expenses.

They want tools to track expenses not paid from their HSAs and direct deposits for self-reimbursement.



Investors

Investors grow their HSA savings over the long term and want tools they can use to invest their HSA dollars.

HSA Success Checklist

- 1. Contribute to your HSA up to the IRS maximum limit each year.
- 2. Try not to spend your HSA dollars during your working years; pay out of pocket instead.
- 3. Consider investing.
- 4. Treat your HSA like a retirement account.
- 5. Make an additional \$1,000 catch-up contribution to your HSA each year starting at age 55.
- 6. Check that you've assigned beneficiaries on your online account.

HSA for retirement savings

After age 65, we can use HSA savings for **any** purpose without a penalty.

We can take advantage of investment options.*

Like other retirement accounts, HSAs help us keep more of our own money when we retire.

*Investment accounts are not FDIC insured and they are not bank guaranteed. Investment accounts are not a deposit account, or an obligation of HSA Bank, of they may lose value. They are not guaranteed by any federal government agency. A minimum balance in the HSA cash account may be required before funds be transferred to the investment account.





What's your safety net?

36% of the sure of

HSA Bank Health & Wealth IndexSM 2024

35% of the sure how to cover healthcare costs in the next year

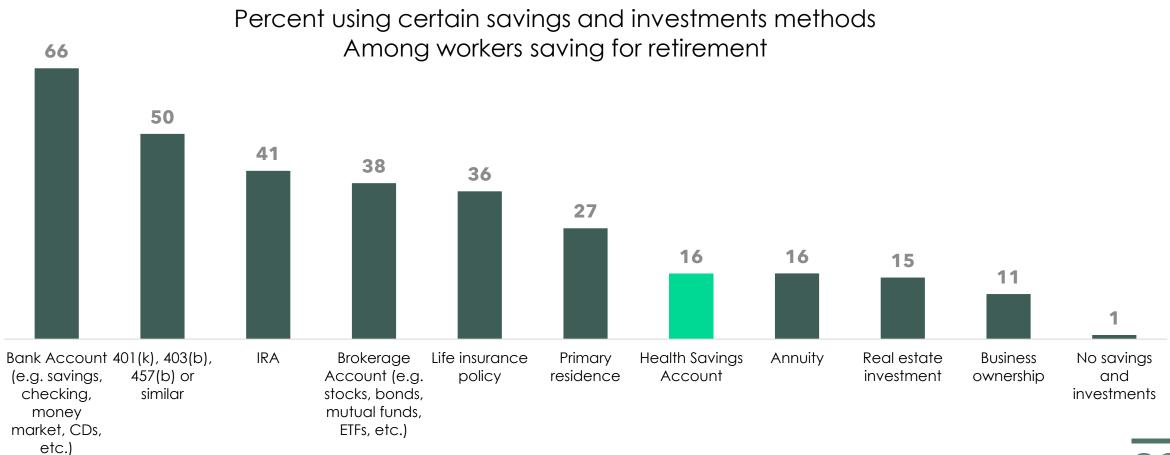
Retirement is a top priority for many

80% say healthcare costs in retirement are a top concern¹

say beginning to save or increasing their retirement savings is now a high priority¹

of employees want their employers to focus on retirement benefits²

However, most aren't using our HSAs to save for retirement



401(k) vs. HSA for healthcare expenses

HSA \$100,000 for healthcare

Did you know?

If you use your 401(k) for healthcare expenses, you'll pay taxes. You'll never pay taxes for healthcare expenses when you use your HSA.

Let's compare the HSA to a 401(k) for retirement savings

	HSA	4 01(k)
Tax-free contributions	Yes	Yes
Tax-free growth	Yes	No (deferred only)
Tax-free distributions for IRS-qualified medical expenses	Yes	No
Ability to invest	Yes	Yes
Easy to distribute funds	Yes	No
Required minimum distributions (RMDs) at age 73	No	Yes

Benefits of investing your HSA

The only way to get three tax perks

You don't pay federal taxes on contributions, distributions for qualified medical expenses or investment earnings.

Build long-term retirement savings

Investments cover future healthcare costs and build your retirement savings.

The money is yours — for life

HSA funds carry over every year, even if you change jobs or retire.

Access funds as needed

You can liquidate investment funds at any time to pay for IRS-qualified healthcare expenses from your HSA cash balance.

Simplified and efficient investment management



Integrated experience

Fully manage investments alongside your HSA cash balance from your online account and app.



Immediate enrollment

Enrollment in HSA Invest at any time — even before meeting the investment balance threshold.



Personalized investment options

Three investment options offer greater personalization and address different risk tolerances and objectives.

Money remains in the HSA cash balance until it's invested, so it's available for IRS-qualified medical expenses.

Immediate funding & trading

When you're are ready to invest, there's no lag time between selecting investments, and purchases.

We offer:

- ✓ same-day trading.
- ✓ an auto funding feature, so new funds go directly to your investments.

Your investment options



Choice

Brokerage experience with a large range of stocks, mutual funds, ETFs and more.



Select

Recommended list of mutual funds in various asset classes

The Choice option

This option provides a simplified brokerage experience with a large range of stocks, mutual funds, exchange traded funds and more.

Ideal if you're an experienced investor who might not need guidance from an advisor.

Can supplement investments in Select or Managed with additional choices.

Enroll and manage investments



Enrollment



Log in to your online account and go to "Manage Investments."



Go to "Enroll in HSA Invest" and agree to the terms and conditions.



Elect your investment option: Choice or Select

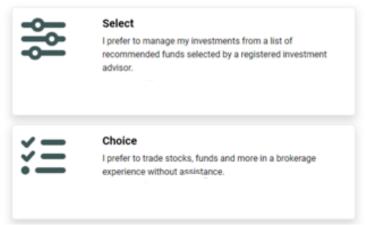


Complete the steps specific to your enrollment option. You can set up automated funding during this step or later.

HSA Invest Options

Choose your investment path

You may enroll in multiple investment options, but you need to enroll one at a time.



Only funds more than \$1,000.00 in your HSA cash balance may be invested.

HSA Invest annual fees are waived for any quarter when your average HSA cash balance for that quarter is \$7,500 or more.

² Assets under administration (AUA) is calculated based on the value of invested assets at the end of each quarter. Note: HSA Invest annual fees will be waived through 2024.





¹HSA Invest annual fees are waived for any quarter when your average HSA cash balance for that quarter is \$7,500 or more. You may be charged additional Regulatory Pass-through Fees (SEC Fees, TAF Fees, ADR Fees) from the Broker-dealer.

²Assets under administration (AUA) is calculated based on the value of invested assets at the end of each quarter

Note: HSA Invest annual fees for Select and Managed will be waived through 2024. Annual fees for Choice will be waived through 2025





Acknowledge Receipt of Agreements

Disclosure Agreements

Investment Partners

Drivewealth, LLC a FINRA registered broker dealer.

LeafHouse Financial Advisors, LLC is a registered investment advisor with the U.S. Securities and Exchange Commission that selects and manages the investments.

Customer Agreements

Please review the disclosure agreements below and check if you agree.

DriveWealth, LLC

- DriveWealth Disclaimers and Account Agreement
- W-9 Agreement
- Dividend Reinvestment Agreement

LeafHouse Financial Advisors, LLC

- Form CRS
- ADV Part 2

Rule 14b-1(c)

Rule 14b-1(c) of the Securities Exchange Act, unless you object, requires us to disclose to an issuer, upon its request, the names, addresses, and securities positions of our customers who are beneficial owners of the issuer's securities held by us in nominee name. The issuer would be permitted to use your name and other related information for corporation communication only.

By checking this box, you acknowledge that you have read and agree to each of the disclosures and agreements listed above

E-sign acknowledgement

HSA INVESTMENT ADVISORY AGREEMENT FOR SELECT



(CURATED INVESTMENT SERVICES)

Effective Date: July 2, 2024

- 1. This HSA Investment Advisory Agreement for Select (the "Agreement") contains the terms and conditions for the Services (as defined below) from LeafHouse Financial Advisors, LLC, a registered investment adviser, whose mailing address is 6300 Bridgepoint Parkway, Building 1, Suite 300, Austin, Texas 78730 (hereinafter referred to as "us," "we," or "our"), to you as the health savings account ("HSA") accountholder investor (hereinafter referred to as "you" or "your") on behalf of your Account (as defined below).
- 2. **Scope of Engagement.** You hereby appoint us as your investment adviser to perform the investment advisory services set forth on the appendix attached hereto as <u>Appendix A</u> (the "Services"), and we accept such appointment under the terms and conditions hereinafter stated. These Services are provided with respect to the brokerage account (the "Assets" or "Account") that you establish for your HSA with the third party broker-dealer (the "Broker-Dealer") that is available to you through your HSA. The parties acknowledge and agree that the Broker-Dealer as of the Effective Date is DriveWealth, LLC.

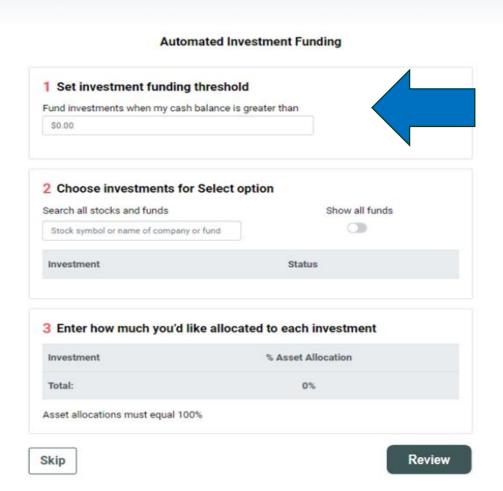
I acknowledge that I read, understand and agree to the agreement as set forth and that all electronic signatures and acknowledgments are the legal equivalent of my manual/handwritten signature and I consent to be legally bound to this agreement.

Name:

SIGN

Set your cash threshold

Manage Investments







Summary Transaction Activity Manage Investments Manage Expenses Contributions Contribution Planner Resources Settings Make a Payment ß Message Center ß

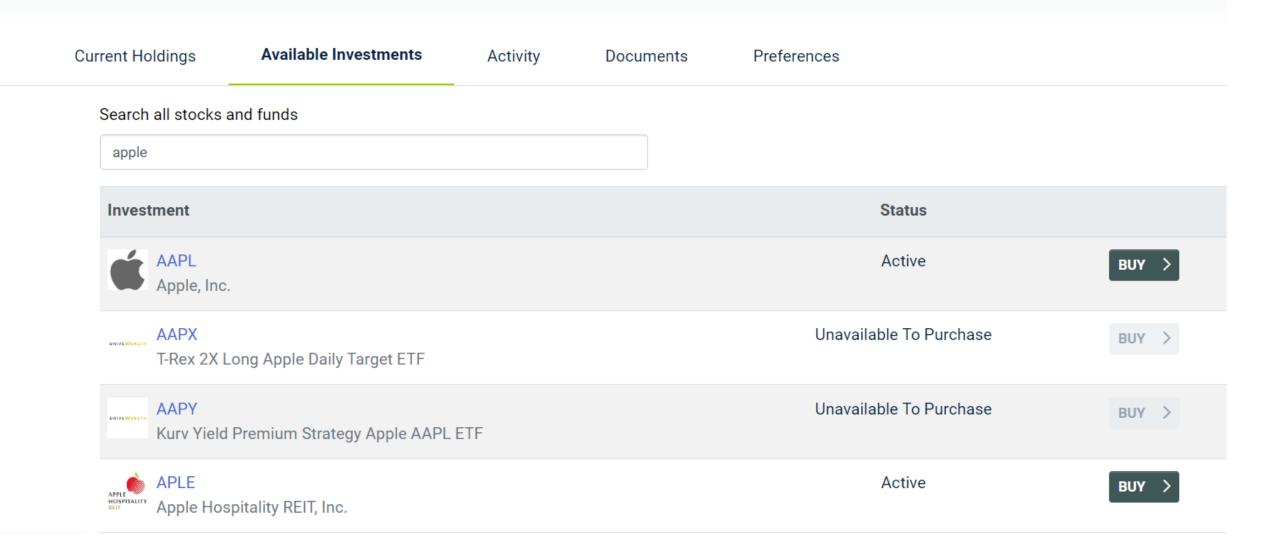
Manage Investments

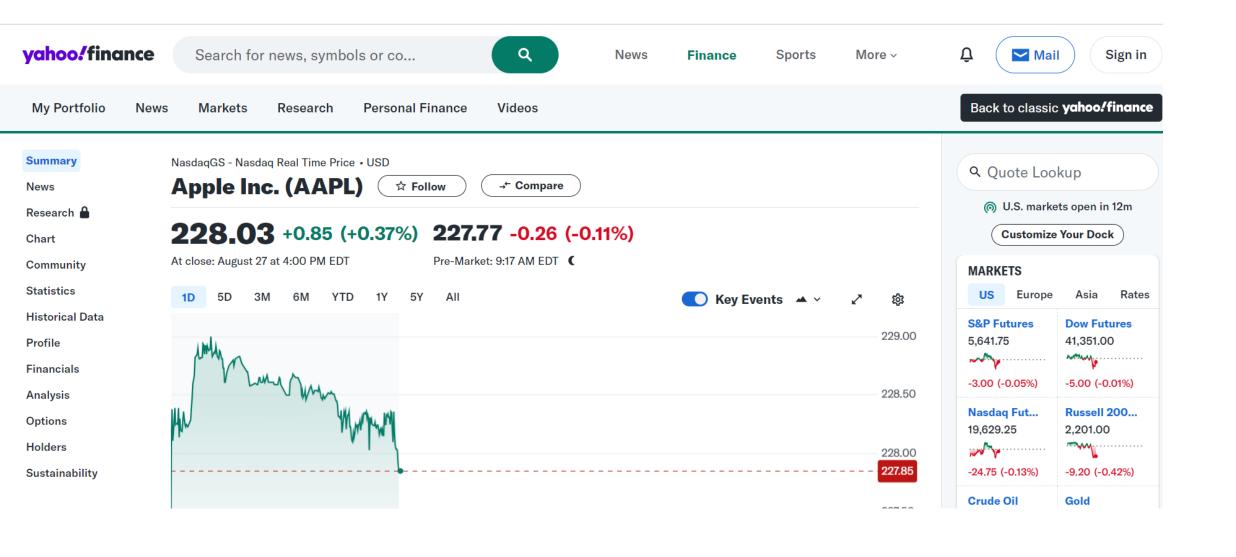
HSA Invest Choice Option

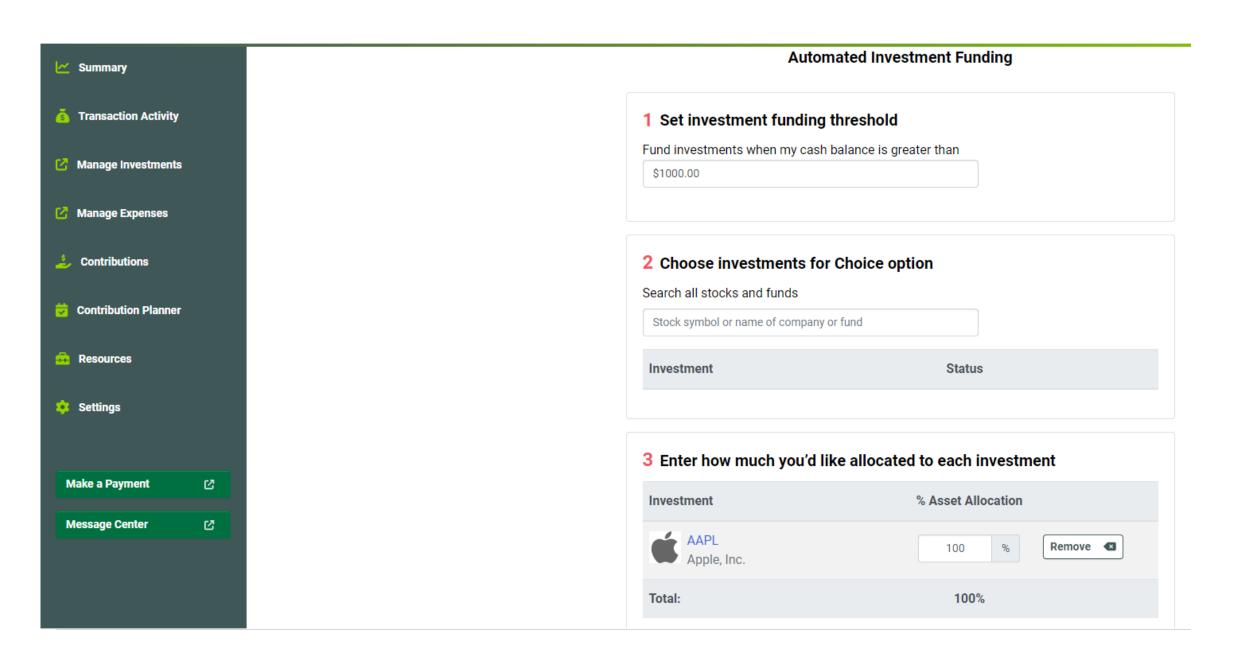
Automated Investment Funding

Fund investments when my cash balance is greater than		
\$0.00		
2 Choose investments for Choice o	ption	
Search all stocks and funds		
Stock symbol or name of company or fund		
Investment	Status	
3 Enter how much you'd like alloc	ated to each investment	ı
Investment	% Asset Allocation	
Total:	0%	
Asset allocations must equal 100%		

Manage Investments (Choice option)

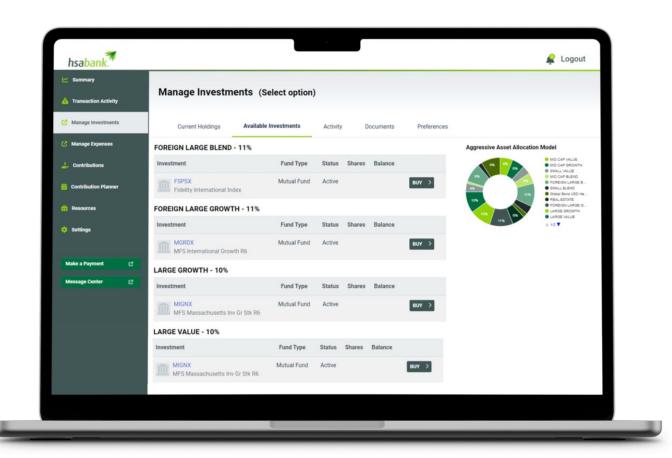






Manage your investments

- View current holdings, trades, available investments and transaction history
- Manage portfolio
- Manage automated funding
- View summaries



Thank you

Colleen Ferris

Director, Strategic Relationship Manager

Cferris@hsabank.com

