

Transition from HealthEquity to HSA Bank FAQs

Health Savings Account (HSA) Transition

1). What do I need to do to transfer my existing HealthEquity HSA balance to HSA Bank?

If you have an existing HSA with HealthEquity, regardless of amount, it will not transfer to HSA Bank automatically. You may complete the e-consent process to transfer your HealthEquity HSA balance to HSA Bank now through **Sunday, Feb. 2, 2025**.

If your HSA account is only made up of a cash balance, please follow these steps to authorize (or decline) to transfer your HealthEquity account to HSA Bank:

1. Access the [HSA Bank Transfer Site](#) and enter access code: **AHBFBM**
2. Enter your full name and Social Security number.
3. Read the E-SIGN authorization and consent information.
4. Select **“I accept”** or **“I decline.”** *(Remember, if you choose to keep your account with HealthEquity or close it later, you’ll assume all monthly fees.)*

If your HSA account is made up of both a cash balance and investments, please follow these steps to authorize (or decline) to transfer your HealthEquity account to HSA Bank:

1. Access the [HSA Bank Transfer Site](#) and enter access code: **AHBFBM**
2. Enter your full name and Social Security number.
3. Read the E-SIGN authorization and consent information.
4. Select **“I accept”** or **“I decline.”** *(Remember, if you choose to keep your account with HealthEquity or close it later, you’ll assume all monthly fees.)*
5. Please review the specific [instructions](#) to complete the required steps.

Don’t forget! You MUST log into your HealthEquity account before 4:00pm ET market close on Feb. 7, 2025, and liquidate all investments. To begin these important steps, first turn off “auto investment” and “sell all of your investments” to have your funds transferred to HSA Bank. After doing so, HealthEquity HSA account will close and Leidos will pay for your HealthEquity HSA account closure fee of \$25.

Remember, you can change your e-Consent as many times as you like before the **Feb. 2, 2025**, deadline. Also, when you are consenting to transfer your HSA balance to HSA Bank, your entire balance will transfer regardless of amount.

Questions? Call 877-851-5276 to talk with an HSA Bank Client Assistance Center representative 24/7.

2). What if I don't want to transfer my HealthEquity HSA over to HSA Bank, what are my options?

| Option | From | To | Steps |
|---|--------------|---------------------------------------|---|
| To transfer HealthEquity HSA balance to HSA Bank | HealthEquity | HSA Bank | <p>Complete the e-consent processed outlined in FAQ #1 by the Sunday, Feb 2, 2025, deadline.</p> <p>Leidos will pay the \$25 HealthEquity HSA account closure fee on your behalf and HealthEquity will close your account as long as you have completed the applicable e-consent process.</p> |
| To keep your HSA balance with HealthEquity | HealthEquity | HealthEquity | <p>Do not complete the e-consent process outlined in FAQ 1.</p> <p>However, if you decide to keep your HSA balance with HealthEquity, you will be responsible for any ongoing administrative fees beginning on March 1, 2025. Fees are currently \$3.95/month and are waived if a minimum balance is maintained; however, these fees are subject to change at HealthEquity's discretion. Other applicable account fees may also be charged by HealthEquity.</p> |
| Transfer HealthEquity HSA balance to another custodian or trustee | HealthEquity | Another external custodian or trustee | <p>If you wish to transfer your HealthEquity HSA to any other custodian or trustee or miss the Feb. 2, 2025, deadline and want to move your HSA balance later, HealthEquity will charge your HSA account a \$25 closure fee (as well as assess other applicable fees (which are subject to change) before closing your HSA account.</p> <p>Note: The earliest date you can transfer your HealthEquity HSA balance to a new custodian or trustee is Wednesday, Jan. 1, 2025</p> |

4). What is the deadline to transfer my HealthEquity HSA to HSA Bank?

You must provide your e-consent to a transfer by **11:59 p.m. ET on Sunday, Feb. 2, 2025.**

5). What happens if I miss the Feb. 2, 2025, deadline and I still want to transfer my account to HSA Bank later?

You can still transfer your HealthEquity HSA to HSA Bank by completing a [Direct Transfer Form](#). **Note:** It could take 4-6 weeks to process your request.

Also, since you would be closing your HealthEquity HSA account after the Feb. 2, 2025, deadline, you are responsible for all applicable fees assessed by HealthEquity, including the \$25 HSA closure fee HealthEquity charges.

Note: The welcome kit will be mailed in a separate envelope from your debit card.

6). Will there be a blackout period when my HealthEquity HSA funds will not be available?

Yes, there will be a blackout period from **Wednesday, Feb. 12 to Monday, Feb. 24, 2025,** for the transfer of funds between HealthEquity and HSA Bank. During this time, you will not have access to your HealthEquity HSA balance.

However, if you enroll in a 2025 HSA, any new contributions in your HSA Bank account starting in January will be available during this period.

On the other hand, if you're keeping your existing HSA with HealthEquity Bank, the blackout period doesn't apply, and you'll be able to access your funds and debit card as you do today.

7). What is the determination date for my HealthEquity HSA fund balance (calculating the amount that will be transferred to HSA Bank, if so elected)?

Your balance will be determined as of **Wednesday, Feb. 12, 2025,** which is the first day of the blackout period.

8). If I consent to the transfer of my HealthEquity HSA balance to HSA Bank, what is the last day my HealthEquity HSA debit card will work?

The last day you can use funds in your HealthEquity HSA and you're existing HealthEquity debit card is Tuesday, **Feb. 11, 2025.**

9). If I have an HSA with another custodian other than HealthEquity, can I transfer to HSA Bank?

Yes, after January 1, 2025, you can transfer a prior HSA to HSA Bank by completing a [Direct Transfer Form](#). **Note.** It could take 4-6 weeks to process your request. Please also see details above in FAQ #5.

10). If I leave Leidos in the future, does HSA Bank charge a monthly account fee?

HSA Bank's current practice is not to charge terminated employees a monthly account fee. Also, current practice, if you decide to close your HSA, there is no account closing fee.

11). If I already have an existing HSA with HealthEquity, can Leidos send my payroll deductions to HealthEquity instead of HSA Bank?

No, effective **Wednesday, Jan. 1, 2025**, payroll deductions are only facilitated to HSA Bank as the new HSA vendor for Leidos.

12). Do HSA investments automatically transfer, and I need to e-Consent to transfer the non-invested pool of HSA money?

Currently, Leidos offers HSA account holders the opportunity to leave contributions in cash, readily available to pay claims or to invest their cash contributions. As with HealthEquity, you also have the option of investing all or a portion of your cash contributions in a menu of Vanguard funds available today, and other investments through a self-directed brokerage account.

With the e-Consent process, you will be required to move both your cash balance and any invested contributions from HealthEquity to HSA Bank as discussed in FAQ #1.

Note: If you have any invested contributions in funds, you will need to make a separate election to liquidate those investment. HealthEquity will not move your HSA if you do not make elections for both the cash value and your investments. Once the transfer is complete, you will have the opportunity to reinvest your HSA savings on the HSA Bank platform subject to the \$100 minimum required cash to keep your HSA account open.

13). Will the \$25 HealthEquity HSA account closure fee be considered a disbursement of funds?

No, the \$25 that HealthEquity charges for HSA account closure is not constituted as a disbursement of funds, but rather an administrative fee that is imposed by them as an HSA Administrator to an HSA-individual account holder.

14). Will the \$25 HealthEquity HSA account closure fee be considered an eligible expense, or will it be subject to taxation and penalty as a non-eligible use of funds?

The \$25 HSA account closure fee that HealthEquity charges HSA-individual account holders is neither a disbursement, Internal Revenue Service (IRS)-eligible qualified medical expense, or subject to any IRS penalty to the HSA-individual account holder. It merely is an administrative fee.

15). What type of HSA transfer is occurring between HealthEquity and HSA Bank based on my e-Consent process?

Transferring your HealthEquity HSA balance to HSA Bank is neither a distribution nor a disbursement, it is a trustee-to-trustee transfer. Trustee-to-trustee transfers are not reported to the IRS as distributions; thus, no tax forms are sent.

With trustee-to-trustee transfers, the current custodian (HealthEquity) simply moves funds directly to the new custodian (HSA Bank), and there is no limit under the tax laws on the number of times this can occur.

Flexible Spending Account Transition

1). For my FSA, how long should I keep my HealthEquity debit card?

Please keep your HealthEquity debit card through **Tuesday, Dec. 31, 2024**.

2). I have 2024 FSA claims to submit, who do I send them to?

For any 2024 Healthcare or Dependent Care FSA that aren't processed by HealthEquity on or before **Tuesday, Dec. 31, 2024**, you will need to send these claims to HSA Bank after your FSA balance is transferred from HealthEquity to HSA Bank.

On **Friday, Jan. 31, 2025**, any prior HealthEquity FSA funds are available at HSA Bank and 2024 claims can be filed to HSA Bank for reimbursement that were not previously filed with HealthEquity.