

## Course Outline

### **Health Savings Accounts (HSAs)**

*Three-Credit Course*

#### **Establishing an HSA**

- I. What Is a Health Savings Account (HSA)?
- II. Opening an HSA
- III. Organizational Requirements of HSAs
- IV. Tax Advantages of HSAs
- V. Investment Options for HSAs
- VI. Establishment Date
- VII. HSA Beneficiaries
- VIII. Owning Multiple HSAs

Estimated Time to Complete: 20 minutes

#### **High Deductible Health Plans (HDHPs)**

- I. What Is a High Deductible Health Plan (HDHP)?
- II. Tracking Deductibles and Out-of-Pocket Expenses
- III. Aggregated and Embedded Deductibles for Family Coverage
- IV. Adjusted IRS Minimum Annual Deductible
- V. Preventive Care Benefits
- VI. Maximum Out-of-Pocket Limits

Estimated Time to Complete: 20 minutes

#### **HSA Eligibility**

- I. Who Can Open an HSA?
- II. Disqualifying Coverage
- III. Permitted Coverage

Estimated Time to Complete: 20 minutes

#### **HSA Contributions Made By Individuals**

- I. Individual Contributions
- II. Section 125 Payroll Deferrals
- III. Contributing Directly to an HSA
- IV. Rollovers and Transfers
- V. Maximum Contribution Limits
- VI. Eligibility for a Full Contribution
- VII. Eligibility for a Partial Contribution
- VIII. Catch-Up HSA Contributions
- IX. Contributions by Spouses
- X. Exceeding the Maximum Contribution Limit
- XI. Contribution Timing

Estimated Time to Complete: 30 minutes

## **HSA Contributions by Employers**

- I. Employer Contribution Options
- II. Comparability Rule
- III. Making Comparable Contributions
- IV. Comparable Contributions for Employees That Don't Establish HSAs
- V. Failure to Satisfy the Comparability Rule
- VI. Section 125 Plan Contributions
- VII. Section 125 Plan Requirements
- VIII. Prefunding an Employee's HSA through a Section 125 Plan
- IX. Recovering Employer HSA Contributions

Estimated Time to Complete: 30 minutes

## **HSA Distributions**

- I. Basic Distribution Rules
- II. Qualified Medical Expenses
- III. Tax Treatment of HSA Distributions
- IV. Distribution Restrictions Imposed by Custodians, Trustees and Employers
- V. Substantiating HSA Distributions
- VI. Correcting Mistaken HSA Distributions

Estimated Time to Complete: 20 minutes

## **Responsibilities of HSA Owners, Employers, Custodians and Trustees**

- I. Responsibilities of HSA Owners
- II. Responsibilities of Employers
- III. Responsibilities of Custodians and Trustees
- IV. HSA Fees
- V. ERISA Compliance
- VI. Prohibited Transactions

Estimated Time to Complete: 20 minutes

## **Pros and Cons of HSAs**

- I. Pros and Cons for an HSA Owner
- II. Pros and Cons for an Employer
- III. Comparing HSAs, HRAs and HCFSA's

Estimated Time to Complete: 20 minutes

NOTE: The estimated time to complete each lesson is based on word count and assumes uninterrupted consumption of the course. Actual time to complete each lesson can vary widely based on familiarity with the topics and other factors. Time required to complete the course final exam is not counted in these estimates.