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 an HSA
IV. Tax Advantages of HSAs
V. Investment Options for HSAs
VI. Establishment Date
VII. HSABeneficiaries
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 HCFSAs

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.