



# Future-ready planning solutions

Voya's suite of Health Savings  
and Spending Accounts

## Make a plan



As healthcare costs continue to rise, offering affordable, competitive health benefits remains a challenge for today's employers. To meet their benefit plan cost objectives, many employers are turning to consumer-directed health (CDH) programs, including high deductible health plans (HDHPs) with Health Savings Accounts (HSAs) and Flexible Spending Accounts (FSAs). At the same time, employees are managing more of their healthcare dollars, leading to an increased demand for guidance and solutions to help them plan and save for future medical expenses.

Voya Financial's® suite of health savings and spending accounts helps alleviate rising healthcare costs, and offers greater depth and flexibility in your benefits packages. We also offer the ability to integrate accounts and other powerful features onto one platform – providing a true multi-account solution. It's all part of how we support simple, future-ready planning for you and your employees.

### Our suite includes:

- HSA
- Health FSA
- Limited Purpose FSA
- Dependent Care FSA
- Commuter Benefit Accounts

We provide a true end-to-end user experience that takes the complexity out of decision-making. This ultimately streamlines healthcare management for you and your employees.

Health Savings and Spending Accounts are accounts offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC) and administered by WEX Health, Inc.



## Product highlights

### HSA management

An HSA is an account that can be used to pay for qualified medical expenses when it's paired with a high-deductible health plan.

The HSA account can be funded by pre-tax contributions by the employee. Employers and other third parties also can contribute to the account. The employee determines the amount of money that is withheld from each paycheck before payroll taxes are deducted. When they incur a qualified medical expense, they can pay using the prepaid benefits card, online bill pay or other methods.

#### For employees

Our HSA solution allows employees to:

- Store and view their healthcare spending data.
- Manage cash accounts with integrated investment options.
- Choose secure, FDIC-insured deposits with HealthcareBank, a division of Bell State Bank & Trust.
- View real-time HSA cash and investment account balances, make HSA contributions, and request distributions through our mobile app and online consumer portal.

#### For employers

As the sponsor of the HSA program, our HSA solution allows you to:

- Process enrollments and contributions efficiently with easy-to-use import and recurring contribution processes.
- Review trends reporting data around the utilization of the HSA accounts across your employee population.

Investments are not FDIC Insured, are not guaranteed by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC), and may lose value.

**2020** HSA maximum  
contribution limits

INDIVIDUAL COVERAGE  
**\$3,550**

FAMILY COVERAGE  
**\$7,100**

## Health FSA management

A Health FSA is a type of account that can be used to pay for eligible expenses not covered by insurance, such as medical, prescription, dental and vision expenses. This employer-established account can be funded by the employee and/or employer to pay for qualified medical expenses with pre-tax dollars. Plus, money deducted from the employee's paycheck and placed into a Health FSA is not subject to payroll taxes. This can result in substantial payroll tax savings.

### For employees

Our Health FSA solution allows employees to:

- Store and view healthcare spending data in unique ways, such as identifying healthcare expense trends.
- Access accounts via the mobile app or consumer portal.
- Track Health FSA payroll contribution deposits and payment history.

### For employers

As the sponsor of the FSA program, our Health FSA solution allows you to:

- Take advantage of comprehensive, one-stop, compliant Health FSA administration capabilities.
- Offer a full-scope IRS Section 213(d) FSA plan, Limited Purpose FSA, and/or Dependent Care FSA.
- Manage Health FSA eligibility, contributions and schedules within the online portal.

**2020** Health FSA  
maximum annual  
contribution limit

\$2,750

## Limited Purpose FSA management

A Limited Purpose FSA is a great way for employees to pay for expenses with pre-tax dollars. It works with a qualified HDHP and HSA and allows reimbursement for vision and dental expenses. If employees have an HSA, those expenses will be deducted from the Limited Purpose FSA first.

### For employees

Our Limited Purpose FSA solution allows employees to:

- Store and view healthcare spending data.
- Access accounts via our mobile app or consumer portal.
- Track Limited Purpose FSA contribution deposits and payment history.

### For employers

As the sponsor of the Limited Purpose FSA program, our solution allows you to:

- Take advantage of comprehensive, one-stop, compliant Limited Purpose FSA administration capabilities.
- Offer a full-scope IRS Section 213(d) Limited Purpose FSA.
- Manage Limited Purpose FSA eligibility, contributions and schedules within the online portal.

**2020** Limited Purpose  
FSA maximum  
contribution limit

\$2,750

## Dependent Care FSA management

A Dependent Care FSA provides reimbursement of out-of-pocket expenses related to dependent care, including daycare, nursery school and day camp for children, as well as services for adult dependents who cannot care for themselves.

### For employees

Our Dependent Care FSA solution allows employees to:

- Store and view healthcare spending data.
- Enjoy potential tax savings with pre-tax contributions and tax-free reimbursements for qualified expenses.
- Quickly and easily access funds to pay for qualified housing, food and childcare expenses.

### For employers

As the sponsor of the Dependent Care FSA program, our solution allows you to:

- Take advantage of comprehensive, one-stop, compliant Dependent Care FSA administration capabilities.
- Offer a full-scope IRS Section 213(d) Dependent Care FSA.
- Manage Dependent Care FSA eligibility, contributions and schedules within the online portal.

**2020** Dependent Care FSA maximum contribution limits

MARRIED AND FILING SEPARATE  
**\$2,500**

MARRIED OR SINGLE PARENT  
**\$5,000**

## Commuter Benefits management (Parking and Transit)

Qualified transportation accounts (QTA) are employer-provided voluntary benefit programs that allow employees to reduce their monthly commuting expenses for transit, vanpooling, biking and work-related parking costs. These accounts allow employees to set aside pre-tax funds used for eligible transit and parking expenses related to their commute to work, governed by IRS Section 132.

### For employees

Our Commuter Benefit management solution provides:

- Tax savings – The IRS allows a monthly maximum of \$270 for transit and \$270 for parking to be deducted from an employee's paycheck before taxes.
- Ease of use – The prepaid benefits card offers the ease swiping a card when paying for qualified transit expenses.
- Flexibility – Employees are able to use a secondary form of payment when the purchase exceeds their monthly election.

### For employers

As the sponsor of the Commuter Benefit management program, our solution allows you to:

- Take advantage of comprehensive, one-stop, compliant Commuter Benefit administration capabilities.
- Offer a pre-tax advantage through employee payroll contributions, provide an employer-paid subsidy or a combination of both.
- Manage Commuter Benefit eligibility, contributions and schedules within the online portal.

Contributions are available for reimbursement based on payroll deduction cycles.

**2020** parking monthly limit **\$270**

**2020** transit and vanpooling monthly limit **\$270**

# Innovative technology

Modern technology and a completely integrated benefits administration platform means you and your employees are empowered with the tools you need to elect, fund and pay for benefits. Mobile and web functionality provide authenticated users with secure access to accounts.



## Industry-leading healthcare platform

A cloud-based account management platform that provides:

- Real-time integrations to ensure that data remains synchronized between the administration platform and any additional solutions,
- A single hosted platform for managing HSA, FSA, Limited Purpose FSA, Dependent Care and Commuter Benefits,
- Rules-based benefit plans to ensure support of future regulations or benefit designs.



## Consumer portal

Employees will receive access to a secure, easy-to-use web portal where they can track account balances, submit requests for reimbursements, view the status of expenses and evaluate their healthcare expense trends from the main dashboard. The consumer portal also includes:

- One place to view all accounts
- Investment dashboard
- Notifications
- Custom tools and support



## Employer portal

The employer portal is an easy-to-use, self-service solution that gives you the tools to understand and manage the activity of your company's CDH benefit plans. The employer portal includes:

- Reporting overview and navigation
- Consumer-level information
- Plan explanations
- Communication resources



## Mobile app

The mobile app provides employees with a quick, simple way to check their healthcare account balances and submit receipts on the go.

- Easy, convenient and secure
- Connects employees with the details
- Provides additional time-saving options, such as:
  - Account balances
  - Message center (receipt upload)
  - Debit card
  - Add expense/distribution
  - Contributions
  - Expense scanner





# Simplified, best-in-class program administration

Our program administration solutions streamline and simplify processes for you and your employees.

- **Proven multi-account coordination** – Our one-stop solution provides the ability to include CDH plans on a single platform.
- **Easy online enrollment** – Employees can create CDH accounts online.
- **Flexible contributions** – Choose the best method for making contributions to employees' accounts using file imports or recurring contribution schedules that you manage in your own web portal.
- **Convenient funds access** – Employees access funds through online or mobile app distribution requests, online or mobile claim filing, or via their benefits debit card.
- **Account details** – Employees can: review account details; request distributions; submit post-tax contributions from a personal bank account; view statements and tax documents; and allocate funds into an array of investment options via our online portal or mobile apps.
- **World-class custodian partner** – HealthcareBank offers an HSA solution that seamlessly integrates HSAs with banking and investment services. There are no additional accounts to open and employees' funds move automatically to and from the investment account according to designated sweep thresholds.
- **Comprehensive reporting** – Monthly or custom reports are automatically generated with email alerts that direct employees to secure portals – creating a virtually paperless administration process.

## Implementation and support

### Implementation

We work closely with you to ensure the implementation of your plan goes smoothly.

- You will have a dedicated implementation and support team focused on providing high quality service to you and your employees.
- For HSAs: If you already have an HSA program but want to take advantage of streamlining your benefit administration and working with a trusted partner, we offer a transfer kit to facilitate the transfer of balances from another HSA administrator.

### Enrollment education and support

Communication is a key component to make the program successful. We offer a comprehensive array of enrollment and participant communications for you and your employees including: education and demonstration videos, frequently asked questions and much more.

- Enrollment materials are designed to optimize participation by promoting tax-favored benefits and explaining how the mobile app and the card make CDH accounts easy for the consumer to access.
- Our Consumer and Employer Portal Quick-Start Guides help you and your employees make the most of the online capabilities.
- Cardholder materials include simple instructions on the proper use of the card.



## Customer service

- Our program is designed to provide many self-service features for you and your employees.
- We will provide responsive customer support Monday-Friday from 7:00 a.m. to 7:00 p.m. Central Time.
- Our customer service representatives are available to support general service and insurance questions and perform a range of policy maintenance tasks.



To learn more about our suite of Health Savings and Spending Accounts solutions and ensure your employees are future-ready, contact your **Voya** representative today.

Consult your advisor for tax and legal advice.

Investments are not FDIC Insured, are not guaranteed by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC), and may lose value. All investing involves risks of fluctuating prices and the uncertainties of return and yield inherent in investing. All security transactions involve substantial risk of loss.

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The amount saved in taxes from the products mentioned in this brochure will vary depending on the amount set aside in the account, annual earnings, whether or not Social Security taxes are paid, the number of exemptions and deductions claimed on tax returns, tax bracket and state and local tax regulations. Check with a tax advisor for information on how participation will affect tax savings.

Insurance products are issued by ReliaStar Life Insurance Company (Minneapolis, MN) and ReliaStar Life Insurance Company of New York (Woodbury, NY). Within the State of New York, only ReliaStar Life Insurance Company of New York is admitted, and its products issued. Both are members of the Voya® family of companies. Voya Employee Benefits is a division of both companies. Product availability and specific provisions may vary by state.

Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC)

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