

Court Decision Accelerates Switch to HSAs

Employers Have Increased Urgency to Act Ahead of New Taxes and Rules

Salt Lake City — June 28, 2012 — More employers and individuals will adopt health benefits that include Health Savings Accounts (HSAs) now that the Supreme Court has upheld the Affordable Care Act (ACA). This is the core finding announced today by HealthEquity®, the nation's largest health savings trust organization.

"Employers and their advisors have run the numbers. They see HSAs as the best way to continue offering comprehensive health benefits, including free preventive care, to workers and their families under the ACA," said Dr. Stephen Neeleman MD, HealthEquity CEO and author of *The Complete HSA Guidebook*. "With today's decision, employers will race to fully implement HSAs before the new mandates, taxes and regulations take effect."

Dr. Neeleman's findings are based on interviews with employer and benefits consultant representatives conducted in the run up to today's announcement. Other research has shown that a majority of employer benefit offerings will need to be modified or else face the ACA's so called "Cadillac" tax on high cost health plans. 63 percent of large employers already offer HSAs or other consumer directed health benefits as an option to employees. "With the ACA moving ahead, HSAs will become a more prominent choice offered by these groups," said Dr. Neeleman.

Individuals and families who get ahead of this shift could see big benefits now and in the future. HSA-qualified health plans do have somewhat higher deductibles, up to \$2,000 per year for individuals under the ACA, but just like with auto insurance, that means lower premiums. In addition, most HealthEquity members receive tax-free cash contributions from their employers into their HSAs on top of their own tax-free contributions. That money earns interest or can be invested tax-free, and later withdrawn tax-free for medical expenses. HSA-qualified health benefits come with free preventive and maintenance care and broad PPO networks.



About HealthEquity

HealthEquity is the nation's oldest and largest dedicated health savings trustee. We help our members build health savings while helping control premium costs. We provide hassle-free Health Savings Account administration through innovative technology and online tools, seamless end-to-end solutions, and 24/7/365 service excellence.

Founded in 2002, and based in Salt Lake City, Utah, HealthEquity works with more than 60 health plan partners and services more than 550,000 health care accounts for employees at more than 20,000 companies ranging in size from Fortune 500 to small businesses.

Through HealthEquity's carefully crafted consumer-directed health care solutions, employers may realize costs savings of nearly 15% year-over-year in delivering health care benefits while their employees are on average 85% more satisfied compared to traditional plans. In addition, HealthEquity helps consumers understand and manage the financial side of health care by aggregating consumer information, analyzing personal data, and advising consumers on how to best manage their health care dollars. Every HealthEquity member is supported by 24/7/365 access to a knowledgeable HealthEquity specialists dedicated to helping people better save and spend their health care dollars.

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