

Roadways HSA



control

over

healthcare costs



An HSA that Makes Your Life Easier

BPAS is a national provider of retirement plans, benefit plans, fund administration, and institutional trusts. We offer a range of services that simplify the complicated nature of retirement and benefit plans without the need to engage multiple providers. One company. One call.

We believe retirement and benefit plans should be easier and more effective, with less work for everyone. In fact, we've made it our business. Our premier service model, combined with full fee transparency and operational accuracy, superior customer service, and the highest levels of security available provide the support, versatility, and experience clients can depend on:

- **A unique, vertically integrated solution** where BPAS is the recordkeeper, administrator, clearing firm, and asset custodian — simplicity and accountability, with dedicated fully-credentialed plan consultants and a **single point of contact**
- **A powerful combination of administration, technology, and investments** that eliminates time-consuming paperwork and simplifies life for HR:
 - BPAS clients report a **40% time saving** over previous administrators
 - **180/360-payroll integration** for fast and easy data transmission
 - Secure **web portals, mobile app, and on-demand reporting** make account management a breeze for plan sponsors and participants
- **Open architecture investment platform** with **first-dollar investing**
- **Single sign-on and same investment menu options** for Defined Contribution (DC) and HSA
- **Online contribution** rate changes and tools
- **Level-compensation** arrangement (no hidden fees)
- **Stability** as a well-established financially-stable subsidiary of Community Bank Systems, Inc. (NYSE: CBU) means no buyouts or mergers

**Everything you need to set up and maintain an HSA
can be done under one company, one call.**

BY THE NUMBERS

5,800

retirement plans

\$110 billion

in trust assets

\$1.3 trillion

in fund administration

810,000

participants

95%

client satisfaction rating

What is an HSA?

An HSA is a tax-advantaged health savings account available to U.S. taxpayers enrolled in a qualified high deductible health plan (HDHP).

Put forward as part of the Medicare Modernization Act of 2003, the idea was to create a “consumer-driven health plan” concept.

HSAs offer consumers the opportunity to make conscious decisions on how to spend health care dollars. Because it’s their money at stake, they more carefully consider the costs and benefits of various healthcare-related procedures.

Unlike a flexible spending account (FSA), HSA funds roll over and accumulate year to year—there’s no “use it or lose it rule.” HSAs are owned by the individual so they’re portable and remain with the employee during employment and throughout retirement.

HSA Advantages

Contributions made to HSAs come from employees and employers. Employers may contribute on a non-discriminatory basis. Contributions are considered **triple tax exempt** because:

1. They’re made with pre-tax dollars
2. They accumulate tax-deferred over the employee’s career
3. They’re not taxed when used for qualifying expenses

Using tax-free funds for healthcare in retirement is a major advantage compared to the “tax-deferred” treatment of most DC plan distributions (excluding Roth). The HSA serves a dual purpose: allow employees to save for current and future health care costs, and preserve 401(k) balances for non-medical-related expenses during retirement years. Plus, HSAs also offer flexibility to pay for qualified expenses that may not be covered in standard insurance plans, like dental, orthodontic, vision, and other approved expenses.

Why Offer an HSA

Healthcare is a key benefit for attracting top talent. It’s also one of the most expensive. Paired with an HDHP, **HSAs can result in significant savings for employers.**

HDHPs typically come with lower insurance premiums than traditional insurance plans. Many employers contribute those premium savings to employee HSAs. Employees use the HSA to pay for deductibles, co-pays, coinsurance, and other eligible expenses now or save the funds for retirement.

With our Roadways HSA administration, employers save money. Employees have more spending money per paycheck, save more money for retirement, and make money by investing.

Why wouldn’t you offer the Roadways HSA?



Although HSAs and 401(k) plans have similarities, the best strategy is to offer them in tandem to help employees save for their future.

How Do HSAs Work?

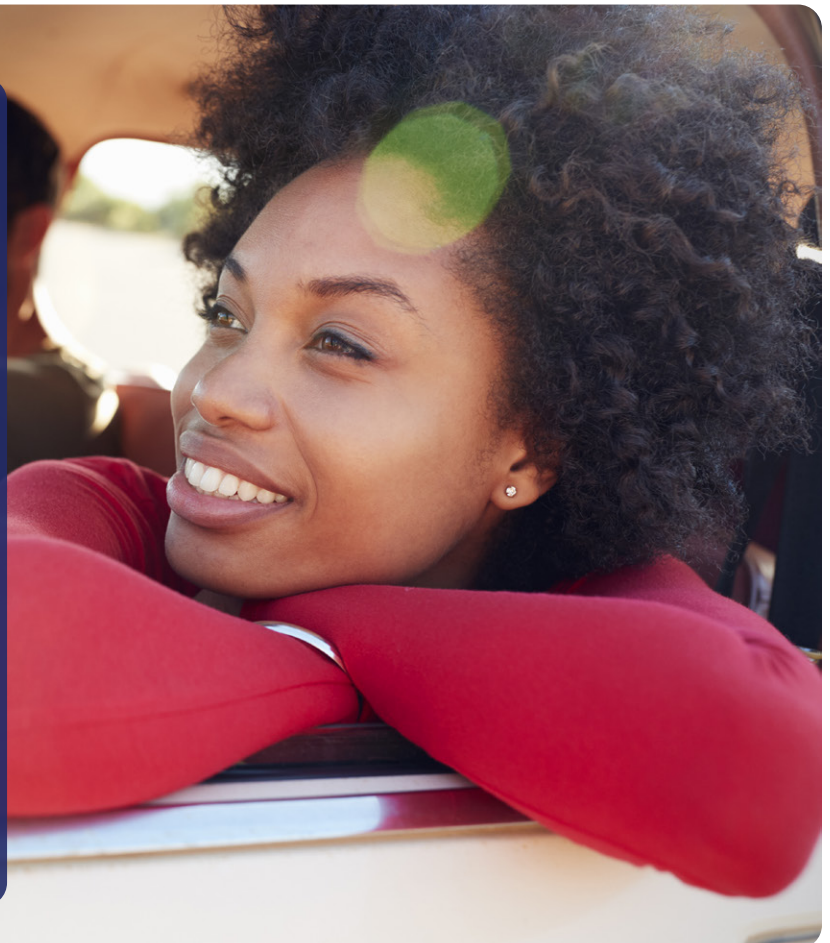
- The employer establishes an HDHP option along with a traditional health plan offering.
- During enrollment, employees may choose to enroll in the HDHP and determine how much money they'd like to contribute to the HSA (up to IRS limits).
- The employer determines whether to make contributions to the HSA (hint: some will direct part of their premium savings to the HSA as an incentive to participate).
- Payroll withholds contribution amounts and electronically sends funds to BPAS.
- Funds are traded into an account on behalf of each participant, with a default fund used (similar to a 401(k) or 403(b) plan).
- Participants **invest in the market on a "first-dollar basis"** and use an array of no-load mutual funds.
- Participants make secure investment changes online.
- Participants receive an HSA debit card to use for eligible healthcare expenses.
- The **program is "self monitored"** so if the participant is audited by the IRS, it will be his or her responsibility to demonstrate that funds were used for eligible expenses as defined under IRS Code Section 213(d).
- HSA deposits may be made by the employee, the employer, or anyone else on the employee's behalf.
- Employers may vary contribution amounts for employees with single vs. family coverage.



Ask us about how adding an HSA-compatible Flexible Spending Account (Limited Purpose FSA) to your benefit offering can help employees save even more!

It's estimated that when average Americans reach age 67, they will face an estimated \$200,000 in medical costs over their retirement years. While it is a daunting figure, participating in an HSA can help employees build financial resources for retirement alongside their traditional 401(k), 403(b) or 457 plan. They just need to understand how.

We can help.



The Rules

There are a number of options and rules for making HSA contributions. We can help you understand the options and the tax implications. Here are a few key rules:

- Regardless of the method or tax savings, HSA contributions may only be made for persons covered under an HSA-eligible HDHP.
- All contributions to an HSA, regardless of the source, count toward the annual maximum set by the IRS.
- Deposits to an HSA become the property of the accountholder, regardless of the source of the deposit.
- Accountholders who lose eligibility or terminate the HDHP may no longer contribute to the HSA. They may, however, continue to use remaining HSA funds for qualified expenses.



With a true open-architecture investment platform, participants are able to direct investments into quality investment menus across the full range of asset classes.



IRS Code Section 213(d) defines qualified expenses to include deductibles, coinsurance, co-pays, prescription and over-the-counter drugs, dental services, vision care, and more.



Employees may contribute to the HSA for a given tax year until the deadline for filing individual income tax returns for that year, which is typically April 15.

Contribution & Out-of-Pocket Limits

| | 2024 | | 2025 | |
|---|-----------------------|--------------------|-----------------------|--------------------|
| HSA Contribution Limit <i>(employee only or employer and employee combined)</i> | Individual \$4,150 | Family \$8,300 | Individual \$4,300 | Family \$8,550 |
| HSA Catchup Contribution <i>for participants over age 55</i> | \$1,000 | | \$1,000 | |
| HDHP Minimum Deductibles | Individual \$1,600 | Family \$3,200 | Individual \$1,650 | Family \$3,300 |
| HDHP Maximum Out-of-Pocket Amounts | Individual \$8,060 | Family \$16,100 | Individual \$8,300 | Family \$16,600 |

For the most current limits, visit u.bpas.com

Debit Card

We offer debit cards as part of our standard service that makes accessing the HSA easy.

There are no administrative fees charged to employees for the debit card.



They simply pay for eligible expenses at the point of purchase just as if it were a credit card purchase. Funds are automatically paid to

the provider out of their HSA. No transaction fees.

No claim forms. No waiting.

Technology

We've invested in the best technology to ensure your experience is simple, smooth and secure. Online services include:

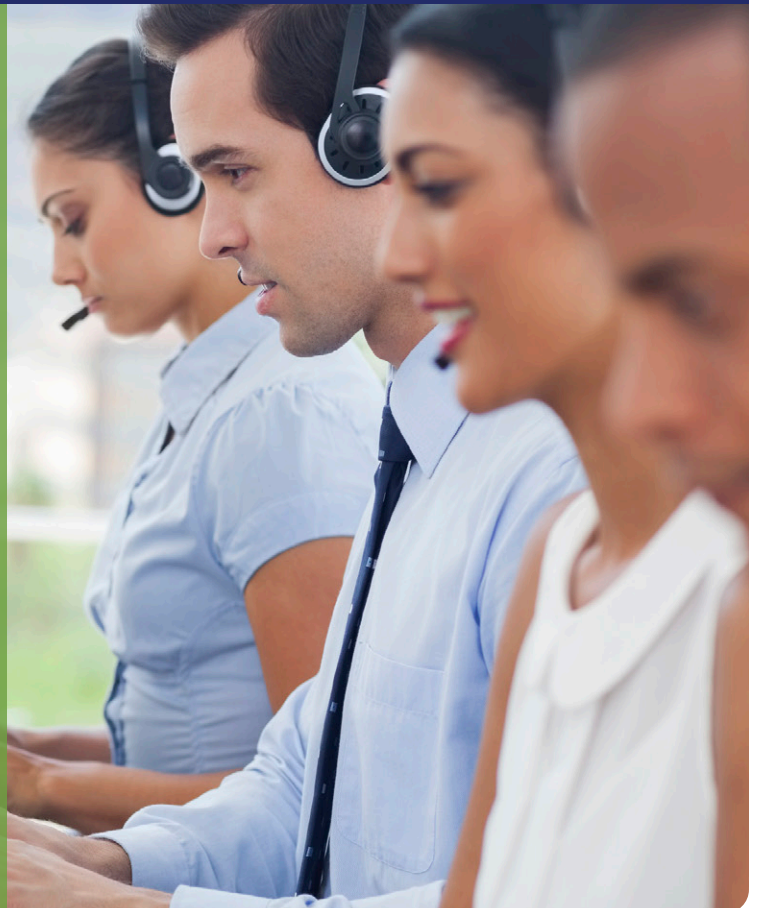
- 24/7 account management through our secure website for participants and Plan Sponsors
- Free mobile app
- Online library of tools and resources
- Online enrollment
- Same day/late day trading across funds with 4 pm (ET) cut-off time
- Online fund fact sheets and prospectuses
- On-demand statements and reports
- Plan level branding
- Interactive banner messaging
- Investment elections/reallocate account balance
- Debit card management
- Automated storage chest for receipts
- Educational tools and resources

Our commitment to providing a consistently high-level of participant service sets us apart.

Participant Service Center

Our Participant Service team fields calls directly from participants to offer help with all types of questions, including account access or login questions, balance information, debit card matters, and more. **Our fully staffed, US-based call center** is powered by state-of-the-art technology, including call recording, next available routing, real time queue reporting, multilingual capabilities, 'request a callback' features and more. Participants may reach our service representatives by calling toll-free, voice mail, or secure email. We don't outsource any of our participant service functions.

Our Participant Service Center center operates from 8 am to 8 pm ET Monday through Friday. We also offer a 24-hour Voice Response System (VRS) so participants can get immediate answers to automated information like balance details or distribution status.



BPAS University

BPAS University (BPAS U) is a proprietary online library offering participants a diverse array of **free planning tools, articles, calculators, videos, links, and more** to guide them in their journey to a secure future.

The BPAS U mobile app puts account information into the palm of participants' hands allowing them to:

- Utilize a variety of free educational multimedia tools and resources
- Participate in **workshops and webcasts** to learn to apply critical financial concepts to their own lives
- Receive notification when new information is available to explore
- Access their secure online account along with forms, plan guides, regulatory updates, and more

Visit u.bpas.com to learn more.

Enrollment

Our technology **streamlines administration and eliminates time-consuming paperwork**. Plus, with our one-stop administration, everything you need to setup and maintain an HSA can be done through one company, one call.

Security

We are dedicated to safeguarding data and have strict protocols on privacy, security, and transaction standards. These standards address who is authorized to access and control information, as well as protect information from accidental or intentional disclosure to unauthorized persons. We are fully HIPAA compliant. All data transactions including file transfers, administrative tasks, and web portal access are encrypted using industry standard encryption policies.

Compliance

We are experts in administering HSAs. We'll keep your plan in compliance and always keep you apprised of changing regulations and guidelines.

A multi-channel approach to participant education with high-touch service and technology features designed to put participants on the road to financial security.

Tax Savings | Easy Online Forms | On-demand Reports
Secure Web Portals | Single Sign-on for DC & HSA | Open Architecture Investments
First-Dollar Investing | Mobile App | One Company | One Call



Let's get started.



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bpas.com



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