



# HSA BRidge

## HELPING EMPLOYERS DRIVE HSA PARTICIPATION AMONG EMPLOYEES

### WHAT IS HSA BRidge?

**HSA BRidge** from Benefit Resource (BRI) allows HSA participants to receive HSA contributions on an as-needed basis instead of waiting for funds to accumulate through payroll deductions.

This optional feature makes sure your employees have funds when they need them, cutting down on the stress of unforeseen expenses.

### WHY OFFER HSA BRidge TO YOUR EMPLOYEES?

- **Reduce employee fear:** When it comes to financial or health care decisions, most of us will take a safe path that covers the “what if’s” in life. Often, it is fear that prevents employees from enrolling in a qualifying high deductible health plan with an HSA. The HSA BRidge provides employees with the safety net to enroll in the HSA.
- **Increase HSA adoption:** If you have already implemented an HSA, you have taken the first step to controlling your health care costs. However, organizations can realize long-term savings for both the company and their employees by actively driving HSA adoption.
- **Ongoing support and consultation:** BRI understands the HSA BRidge is just one component to an overall HSA migration strategy. We are your partner. We will advise you on the HSA BRidge design and overall HSA plan design strategy that aligns with the specific goals of your organization.
- **Small risk with a big reward:** HSA BRidge is truly a “bridge” between where your HSA program is today and where you want it to be. You can overcome the barrier to HSA adoption by taking a small risk — providing accelerated contributions for those that need it most is really just the first step to more engaged and savvy health care users.

### FIVE FACTS TO KNOW ABOUT HSA BRidge

- HSA BRidge is not a loan or line of credit. HSA BRidge allows employers to seamlessly accelerate future HSA contributions based on a medical need.
- Employers set the limits. While HSA BRidge should be offered to all employees on an equitable basis, employers determine:
  - If both employer and employee contributions will be advanced.
  - What maximum amount(s) will be available.
- HSA BRidge is restricted to medical merchants. The HSA BRidge can only be accessed through the Beniversal® Prepaid Mastercard®, which is restricted to medical merchants and eligible expenses.
- HSA funds must be depleted before the HSA BRidge can be accessed. Employees must use all funds in the HSA before HSA BRidge allocations can be accessed. If a participant is enrolled in an investment account, he/she is not generally eligible for HSA BRidge.
- The HSA BRidge is paid back through future payroll deductions. Employees that access the HSA BRidge are obligated to pay back the employer through future payroll deductions. If payroll deductions stop (due to termination or otherwise), the employer may seek repayment directly from the employee as allowed by law.

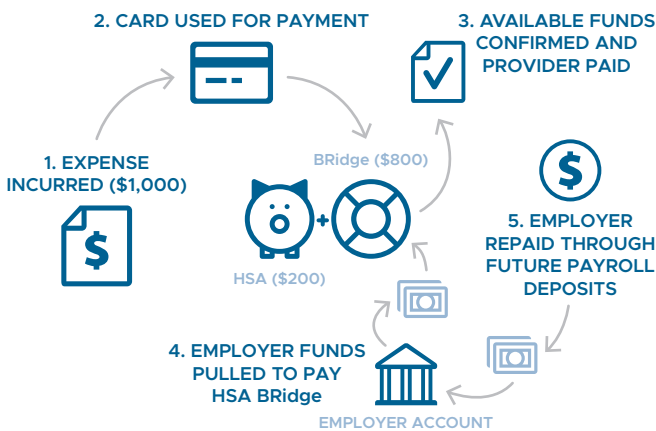
# How Does HSA BRidge Work?

## IMPLEMENTING HSA BRIDGE

The first step to configuring your HSA BRidge program is to select your preferences and limits. You need to determine:

- Will you advance employee and employer funds?
- Will all HSA deposits reduce the value of the HSA BRidge?
- When will HSA deposits occur?
- What is the maximum HSA BRidge amount you will permit? Does this vary by coverage level?

Once your HSA BRidge program configurations are determined, it is time to move on to the participant.



## COMMUNICATION AND ACCOUNT SETUP FOR EMPLOYEES

Communication is key. Prior to your enrollment period, help employees to understand the value of an HSA and the security that the HSA BRIDGE can provide. Employees will then need to enroll in the HSA and set their HSA election for the plan year.

Employers will use the election information provided by employees to complete the HSA BRIDGE Election File. This file lists each individual receiving an HSA BRIDGE and the available HSA BRIDGE amount.

## ACCESSING HSA BRIDGE FUNDS

After initial enrollment, new participants will receive their welcome materials, including the Beniversal Prepaid Mastercard and details regarding how the HSA BRIDGE works.

The HSA BRIDGE must be accessed through the Beniversal card, which can be used at qualified merchants accepting Debit Mastercard. When a transaction occurs, the card will first look to the HSA for available funds. If they are not available, the HSA BRIDGE will be accessed.

Through an overnight process, an HSA contribution will be pulled from the designated employer account. As payroll deposits are received, the employer receives a repayment towards previously advanced contributions.

## HSA BRIDGE SUPPORT

**Convenient participant options:** Participants will have access to view their HSA BRIDGE balance and related HSA BRIDGE activity online at BRiWeb, through the BRiMobile app and by signing up for BRiAlerts by text or email. Please note that standard text messaging rates from the wireless service provider may apply.

**Employer reporting at BRiWeb:** Employers will have access to detailed reporting regarding HSA BRIDGE participants, including accessed funds, repaid funds and available HSA BRIDGE balances.

**Personal plan support:** BRI is available to assist at any step of the process. Your assigned **Client Operations Specialist** will serve as your day-to-day contact for processing and program questions while your **Assigned Account Executive** will provide overall management of your plans and can discuss additional strategies to meet the company's goals.

**Get Started:** Contact your Regional Manager to request a Service Consultation Meeting and quote for services.



245 Kenneth Drive | Rochester, New York 14623-4277  
Toll-free: (866) 996-5200 | Fax: (585) 424-7273 | [BenefitResource.com](http://BenefitResource.com)

The Beniversal Prepaid Mastercard is issued by The Bancorp Bank pursuant to license by Mastercard International Incorporated. Mastercard is a registered trademark, and the circles design is a trademark of, Mastercard International Incorporated. Card accepted at qualified merchants accepting Debit Mastercard. The Bancorp Bank; Member FDIC.

© 2020 Benefit Resource | All rights reserved | Updated 08/31/2020