

YOUR BENEFITS



Your Fidelity Health Savings Account

ACTION ON YOUR PART NEEDED

Opening Your 2025 Fidelity HSA

A Health Savings Account (HSA) is a tax-advantaged savings account that lets you use pre-tax dollars to pay for eligible healthcare expenses. If you enrolled in the HSA, it will be administered by Fidelity starting January 1, 2025. **Please follow these steps:**

- 1 Watch for an email (or postcard mailed to your home if you don't have an email address on file in Workday) from Fidelity in early December with information on how to open your new Fidelity HSA.
- 2 After you receive the email or postcard from Fidelity, log in to netbenefits.com (the same website used for our 401(k)). If you don't have a netbenefits.com account setup already, you will be prompted to create an account.
- 3 Once you are logged in to the Fidelity website, click on the link to Open Your HSA. If you have questions, call Fidelity at 800-835-5095.

Note: You must open your HSA online through netbenefits.com. You cannot open your HSA over the phone. Open your HSA by **January 1, 2025** to ensure your account can receive your first January, 2025 contribution.

Transferring Your Existing HSA Balance from HealthEquity to Fidelity

If you have a balance in your existing HealthEquity HSA and would like to transfer it to Fidelity, you can begin the process after January 6, 2025.

- 1 Go to www.fidelity.com/toa. You will need your most recent HealthEquity account statement available and will need to upload it to Fidelity as part of the balance transfer process.
- 2 If your HealthEquity HSA balance is invested, **you will need to liquidate your investments and move them to the cash account. Invested funds cannot be transferred to Fidelity.**
- 3 Once a completed online form has been submitted to Fidelity, the transfer process from HealthEquity to Fidelity takes 3 to 4 weeks. You can track the progress of the transfer via www.fidelity.com.

There is a \$25 fee assessed by HealthEquity to transfer assets to Fidelity. If you enrolled in the HSA during Open Enrollment for 2025 and complete the transfer of assets between January 1 and March 31, 2025, Fidelity will make a \$25 adjustment to your Fidelity HSA to cover this fee. The adjustment will appear in your account by the end of May, 2025 and will not count towards annual deferral limits.

You have the option to leave your existing HSA at HealthEquity; however if you decide to do this, you will be charged a \$3.95 monthly individual account fee starting February 1, 2025.