Health Savings Accounts support High Deductible Health Plans
For Yale Employees, this means:

AetnaSmart Care Plan and the PayFlex Health Savings Account (HSA)
HSA Account University Funding: 2024 Changes

- One time University contribution for initial enrollment in SmartCare will no longer be offered.
- Ongoing Yale contribution, previously monthly, will now be paid annually and increase as noted below for 2024 plan year (prorated for new hires/QLE adds during the year):

<table>
<thead>
<tr>
<th>Coverage Tier</th>
<th>2023 Contrib.</th>
<th>2024 Contrib.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>$600</td>
<td>$850</td>
</tr>
<tr>
<td>Employee + Child(ren) Employee + Spouse</td>
<td>$900</td>
<td>$1,275</td>
</tr>
<tr>
<td>Family</td>
<td>$1,200</td>
<td>$1,700</td>
</tr>
</tbody>
</table>
HSA AT A GLANCE

• Health plan must be HSA-eligible, such as the Aetna SmartCare Plan

• Funds used for eligible medical expenses for member, spouse or tax dependents (*regardless of health coverage*)

• Account is owned by member, regardless if they switch employers, change health plans or retire

• HSA rules do not restrict contributions to only employee wage income; allows for family gifting strategies

• A lifetime account; No “use it or lose it”

• Can transfer other HSAs to the PayFlex HSA

• One IRA to HSA transfer per lifetime (counts towards max contribution amount)

• Earns interest (tax-free) and funds can be invested after a minimum cash balance is reached (e.g. $1,000)
### Annual Contribution Limits*

<table>
<thead>
<tr>
<th></th>
<th>2023</th>
<th>2024</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Self</strong></td>
<td>$3,850</td>
<td>$4,150</td>
</tr>
<tr>
<td><strong>Family</strong></td>
<td>$7,750</td>
<td>$8,300</td>
</tr>
<tr>
<td><strong>55+ Add</strong></td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

Per IRS regulations in IRS Publication 969

All contribution sources including University and Employee contributions
Savings strategies for your HSA

- Treat your HSA like an investment account; don’t spend the funds unless needed for medical expenses.
- Max out your investment by making the full annual contribution each year. Family w/ 55+ member & spouse can save $9,300.
- Take full advantage of any employer HSA contributions.
- Invest your savings wisely, using sound diversification and risk strategies.
Sharper strategies for your HSA

Big bill? Think smart and Save on taxes; contribute and pay large medical bills using the HSA

Tax-independent adult child must open their own HSA; can fund up to the family limit (e.g. $8,300)

Leverage ‘auto-invest’ feature to methodically build a larger balance over time
Weigh the benefits of your HSA vs. IRA/403(b)

Once you begin withdrawing funds from a 403 (b) or IRA, you pay income tax regardless of how the funds are spent.

403(b)s and IRAs require you to start your account withdrawals at a certain age. HSA’s do not – you’re in control of when you take distributions.

So your HSA account can continue to grow (earning interest and/or investment income) as long as you want.
PLANNING FOR RETIREMENT

Tax advantages of a Health Savings Account (HSA)

- All contributions to your HSA account are **tax deductible***
- All funds in your account **grow tax-free** including interest, dividends, or capital gains
- Withdrawals to pay for qualified medical expenses are **tax-free***
- HSA funds **can be invested** the same as a 403(b) or IRA account

* Per IRS regulations found in IRS Publication 969.
Investing with confidence

Benefit from an external investment adviser constructing our four-star rated fund menu.

3rd party Investment adviser determined menu

“Do it for me” investors

10 “One-stop”, Target Date Funds

“Do it myself” investors

8 distinct, passively managed Funds

12 distinct, actively managed Funds

AMERICAN FUNDS
J.P. Morgan Asset Management
Vanguard
### PayFlex Health Savings Account - Investment Performance as of June 30, 2023

<table>
<thead>
<tr>
<th>Fund Name (w hyperlink to fund information)</th>
<th>Ticker Symbol</th>
<th>Quarter</th>
<th>Year to Date</th>
<th>1 Year</th>
<th>3 Year</th>
<th>5 Year</th>
<th>10 Year *</th>
<th>Inception Date</th>
<th>Expense Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Large Cap U.S. Equity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Davis New York Venture Class Y</td>
<td>DNVYX</td>
<td>10.60</td>
<td>17.14</td>
<td>21.49</td>
<td>11.84</td>
<td>6.42</td>
<td>9.49</td>
<td>10/2/1996</td>
<td>0.66%</td>
</tr>
<tr>
<td>JP Morgan Large Cap Growth Class I</td>
<td>SEEGX</td>
<td>12.95</td>
<td>23.27</td>
<td>25.66</td>
<td>12.20</td>
<td>15.98</td>
<td>16.70</td>
<td>2/28/1992</td>
<td>0.69%</td>
</tr>
<tr>
<td>Invesco Main Street Class Y</td>
<td>MIGYX</td>
<td>9.51</td>
<td>17.47</td>
<td>20.04</td>
<td>13.24</td>
<td>10.95</td>
<td>11.54</td>
<td>11/1/1996</td>
<td>0.57%</td>
</tr>
<tr>
<td>Schwab Fundamental U.S. Large Company Index</td>
<td>SFLNX</td>
<td>5.32</td>
<td>8.79</td>
<td>15.56</td>
<td>18.44</td>
<td>11.53</td>
<td>11.55</td>
<td>3/30/2007</td>
<td>0.25%</td>
</tr>
<tr>
<td>Vanguard 500 Index Fund Admiral</td>
<td>VFIAX</td>
<td>8.73</td>
<td>16.87</td>
<td>19.54</td>
<td>14.56</td>
<td>12.27</td>
<td>12.82</td>
<td>11/13/2000</td>
<td>0.04%</td>
</tr>
<tr>
<td>Vanguard Dividend Appreciation Index Admiral</td>
<td>VDADX</td>
<td>5.98</td>
<td>8.04</td>
<td>15.61</td>
<td>13.61</td>
<td>11.92</td>
<td>11.59</td>
<td>12/19/2013</td>
<td>0.08%</td>
</tr>
<tr>
<td><strong>Mid-Cap and Small Cap U.S. Equity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Century Mid Cap Value Class I</td>
<td>AVUAX</td>
<td>1.50</td>
<td>2.80</td>
<td>10.37</td>
<td>15.07</td>
<td>7.66</td>
<td>9.87</td>
<td>8/2/2004</td>
<td>0.77%</td>
</tr>
<tr>
<td>Artisan Small Cap Institutional</td>
<td>APHSX</td>
<td>1.19</td>
<td>8.91</td>
<td>19.64</td>
<td>-0.96</td>
<td>7.11</td>
<td>10.50</td>
<td>5/7/2012</td>
<td>0.98%</td>
</tr>
<tr>
<td>Parnassus Mid Cap Institutional</td>
<td>PPFMX</td>
<td>4.06</td>
<td>4.61</td>
<td>4.44</td>
<td>6.37</td>
<td>5.58</td>
<td>8.68</td>
<td>4/30/2015</td>
<td>0.75%</td>
</tr>
<tr>
<td>Vanguard Small Cap Index Admiral Class</td>
<td>VSMAX</td>
<td>5.32</td>
<td>9.26</td>
<td>14.89</td>
<td>12.53</td>
<td>6.59</td>
<td>9.45</td>
<td>11/13/2000</td>
<td>0.05%</td>
</tr>
<tr>
<td><strong>International (non-U.S.) Equity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dodge &amp; Cox International Stock Fund</td>
<td>DODFX</td>
<td>4.31</td>
<td>10.72</td>
<td>14.70</td>
<td>12.78</td>
<td>4.88</td>
<td>5.33</td>
<td>5/1/2001</td>
<td>0.62%</td>
</tr>
<tr>
<td>Vanguard Developed Markets Index Admiral</td>
<td>VTMGX</td>
<td>3.14</td>
<td>11.11</td>
<td>16.53</td>
<td>9.01</td>
<td>4.39</td>
<td>5.67</td>
<td>8/17/1999</td>
<td>0.07%</td>
</tr>
<tr>
<td>Vanguard Emerging Markets Stock Index Admiral</td>
<td>VEMAX</td>
<td>1.10</td>
<td>4.75</td>
<td>14.89</td>
<td>12.53</td>
<td>6.59</td>
<td>9.45</td>
<td>11/13/2000</td>
<td>0.05%</td>
</tr>
<tr>
<td><strong>U.S. Fixed Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dodge &amp; Cox Income Fund</td>
<td>DODIX</td>
<td>0.08</td>
<td>3.21</td>
<td>1.83</td>
<td>-1.76</td>
<td>2.02</td>
<td>2.55</td>
<td>1/3/1989</td>
<td>0.41%</td>
</tr>
<tr>
<td>Metropolitan West Total Return Bond Class M</td>
<td>MWTRX</td>
<td>-1.31</td>
<td>2.06</td>
<td>-1.54</td>
<td>-4.27</td>
<td>0.59</td>
<td>1.43</td>
<td>3/31/1997</td>
<td>0.65%</td>
</tr>
<tr>
<td>Fidelity® US Bond Index</td>
<td>FXNAX</td>
<td>-0.83</td>
<td>2.20</td>
<td>-0.95</td>
<td>-4.05</td>
<td>0.77</td>
<td>1.49</td>
<td>5/4/2011</td>
<td>0.03%</td>
</tr>
<tr>
<td>BlackRock Strategic Income Opps Instl</td>
<td>BSIIX</td>
<td>0.39</td>
<td>2.03</td>
<td>1.82</td>
<td>1.32</td>
<td>2.31</td>
<td>2.59</td>
<td>2/5/2008</td>
<td>0.71%</td>
</tr>
<tr>
<td>American Funds Inflation Linked Bd R6</td>
<td>RILFX</td>
<td>-3.19</td>
<td>-0.22</td>
<td>-3.68</td>
<td>-1.23</td>
<td>2.39</td>
<td>2.28</td>
<td>11/1/2013</td>
<td>0.29%</td>
</tr>
<tr>
<td><strong>Asset Allocation Funds (Target Date &amp; Target Risk)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>American Funds 2020 Target Date Retirement - R6</td>
<td>RRCTX</td>
<td>1.51</td>
<td>4.66</td>
<td>5.77</td>
<td>4.55</td>
<td>5.10</td>
<td>6.34</td>
<td>7/13/2009</td>
<td>0.30%</td>
</tr>
<tr>
<td>American Funds 2025 Target Date Retirement - R6</td>
<td>RFDIX</td>
<td>2.14</td>
<td>5.91</td>
<td>7.13</td>
<td>5.20</td>
<td>5.73</td>
<td>7.23</td>
<td>7/13/2009</td>
<td>0.32%</td>
</tr>
<tr>
<td>American Funds 2030 Target Date Retirement - R6</td>
<td>RFTEX</td>
<td>3.08</td>
<td>7.75</td>
<td>9.30</td>
<td>6.44</td>
<td>6.38</td>
<td>8.10</td>
<td>7/13/2009</td>
<td>0.33%</td>
</tr>
<tr>
<td>American Funds 2035 Target Date Retirement - R6</td>
<td>RFFTX</td>
<td>4.10</td>
<td>9.40</td>
<td>11.80</td>
<td>7.99</td>
<td>7.36</td>
<td>8.97</td>
<td>7/13/2009</td>
<td>0.35%</td>
</tr>
<tr>
<td>American Funds 2040 Target Date Retirement - R6</td>
<td>RFGTX</td>
<td>5.14</td>
<td>11.12</td>
<td>14.15</td>
<td>8.96</td>
<td>7.89</td>
<td>9.39</td>
<td>7/27/2009</td>
<td>0.36%</td>
</tr>
<tr>
<td>American Funds 2045 Target Date Retirement - R6</td>
<td>RHTX</td>
<td>5.50</td>
<td>11.71</td>
<td>14.87</td>
<td>9.12</td>
<td>7.99</td>
<td>9.52</td>
<td>7/13/2009</td>
<td>0.37%</td>
</tr>
<tr>
<td>American Funds 2050 Target Date Retirement - R6</td>
<td>RFTX</td>
<td>5.68</td>
<td>12.18</td>
<td>15.38</td>
<td>9.06</td>
<td>7.98</td>
<td>9.55</td>
<td>7/13/2009</td>
<td>0.38%</td>
</tr>
<tr>
<td>American Funds 2055 Target Date Retirement - R6</td>
<td>RFKTX</td>
<td>5.93</td>
<td>12.67</td>
<td>15.89</td>
<td>8.93</td>
<td>7.90</td>
<td>9.50</td>
<td>2/1/2010</td>
<td>0.38%</td>
</tr>
<tr>
<td>American Funds 2060 Target Date Retirement - R6</td>
<td>RFUTX</td>
<td>5.99</td>
<td>12.75</td>
<td>15.94</td>
<td>8.88</td>
<td>7.85</td>
<td>8.45</td>
<td>3/2/2015</td>
<td>0.38%</td>
</tr>
<tr>
<td>Vanguard LifeStrategy Conservative Growth Investor</td>
<td>VSCGX</td>
<td>2.03</td>
<td>6.93</td>
<td>5.95</td>
<td>2.13</td>
<td>3.86</td>
<td>4.91</td>
<td>9/30/1994</td>
<td>0.12%</td>
</tr>
<tr>
<td>Vanguard LifeStrategy Moderate Growth Investor</td>
<td>VSMGX</td>
<td>3.37</td>
<td>9.06</td>
<td>9.34</td>
<td>5.12</td>
<td>5.38</td>
<td>6.48</td>
<td>9/30/1994</td>
<td>0.13%</td>
</tr>
</tbody>
</table>

* Funds less than 10 yrs old will show Since Inception performance figure

---

**INVESTMENT OPTIONS**

- Report on member website; updated quarterly
- Hyper-links built-in to each fund name
- Takes member to fund prospectus & other research

©2021 PayFlex Systems USA, Inc.
USING YOUR HSA ONLINE AND MOBILE APP FEATURES
ACCOUNT DASHBOARD
(HOME PAGE)

This is where you'll find everything you need to make the most of your HSA.

The commonly used links are available under:
• Account Actions
• Manage Funds
• Manage Investments

From the top navigation, you can:
• View alerts & news
• View & download documents and forms
VIEW ACCOUNT DETAILS

You can get here from the dashboard or from “Your Accounts” at the top of the page. This is where you can:

• Manage your account through the Quick Links
• View your spending activity and contribution summary
• View and manage your investments
• View your HSA transactions and more
VIEW YOUR PAYMENTS, DEPOSITS AND WITHDRAWALS

From your Account Detail page, click the Transactions tile.
From your investment dashboard, click the **Recurring investments** tile.

**TRANSFER MY FUNDS**

Set up a one-time transfer from your HSA deposit account to one mutual fund. Or set mutual funds to transfer money back to your HSA.

**RECURRING INVESTMENTS**

Set up certain investments to happen automatically. You can also view, modify, and cancel your recurring investments here.

**VIEW INVESTMENT OPTIONS**

Learn about the investment options and view fund performance here.

**CLOSE MY INVESTMENT ACCOUNT**

You can close your HSA investment account here. If you choose to close it, we'll transfer your balance back to your HSA deposit account.

**REBALANCE MY PORTFOLIO**

Set up a one-time or recurring rebalance of your investments. This automatically buys or sells mutual funds to get your investment back to your desired asset allocation.

**MY INVESTMENT PORTFOLIO**

This is a summary of your current investments.

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>Investment Category</th>
<th>Balance (as of 06/25/2021)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vanguard Intermediate Term Bond Index (VYMIX)</td>
<td>Bond Funds</td>
<td>$111.59</td>
</tr>
<tr>
<td>Vanguard Total Stock Market Index (VTSMAX)</td>
<td>Bond Funds</td>
<td>$121.87</td>
</tr>
<tr>
<td>Vanguard Developed Markets Index (VYMIX)</td>
<td>Bond Funds</td>
<td>$97.85</td>
</tr>
<tr>
<td>Vanguard Short Term Bond Index (VBSF)</td>
<td>Bond Funds</td>
<td>$31.90</td>
</tr>
</tbody>
</table>

**My Rate of Return**

10/25/2019 - 06/30/2021

9.26%
HELP & SUPPORT

First, click **Help & Support** at the top of the page.
HELP & SUPPORT

From here, you can access:

• Customer service support
• Common eligible expenses
• Frequently asked questions
• Resource center
• Document center
ACCOUNT SETTINGS

My Profile
You can view and manage your online profile in Account Settings.

Account settings

My Profile

- **Address**: ABC Sample Company
  - Residential address: 123 street
    - Omaha, NE 68154
  - Mailing address: Same as residential address
    - ABC Sample Company
    - My address for my Reimbursement Account(s)
      - 1 HIGH STREET
      - HARTFORD, CT 06156

- **Date of birth**: 4/22/1990
- **Username**: jason@payflexusa.com
- **Password**: ********
- **Phone number**: 650-354-6463
- **Mobile phone number**: 800-555-5556
- **Email address**: test@crest.com
- **Security questions**:
  - What is your mother's maiden name?
  - What was the name of your first pet?
  - What was the model name of your first car?
- **Marital status**: Single
- **High deductible health plan start date**: 1/1/2017
  - This date is subject to change. If you are enrolled in an HDHP prior to this date, you should update your HDHP start date on this page. PayFlex is not responsible for determining the accuracy of this information.
- **Coverage level**: Single Plan
ACCOUNT SETTINGS

Bank accounts

To deposit or withdraw funds from your HSA, you must link a personal bank account. You can do that in Account Settings.

You’ll need your bank account number and routing number.

After you submit your bank account information, we’ll send a small deposit (and matching withdrawal) to your bank account. Take note of that amount. You’ll need to come back to this site to enter the deposit amount. This helps validate that we are linking the correct account to your HSA.
ACCOUNT SETTINGS

Account notifications

You can manage your account notifications in Account Settings.

This includes:

• Going paperless with HSA statements and tax documents
• Setting up email, text and online alerts for:
  • Account balance
  • Contribution limits
  • Investment eligibility
  • Scheduled transactions
PayFlex Mobile App: Simple and secure way to manage your account on-the-go

- Easy access to your balance, deposits and payments
- Personalized alerts, to-do lists and push notifications
- Enhanced security and complementary fraud protection
- Debit card transaction verifications with quick receipt uploads
- Barcode scanner to easily identify eligible health care products in-store or at home

Download the app for free on the App Store® or Google Play.
Home

- All PayFlex account balances in one spot
- Data-driven, personalized “next best action” prompts (or “To Do’s”)
  - Initial account set up actions for notifications and Face/Touch ID
  - Know when a claim or transaction needs supporting documentation
- Tools to help you make the most of your account
HSA deposit account

- View account balance and contributions
- Manage your To Do list
- Access your HSA transactions
- Pay your provider or reimburse yourself
- Deposit funds into your HSA
HSA investment account

Once you open an HSA investment account, you can use the app to view your:

- Amount available to invest
- Invested balance
- Personalized rate of return
- Amount invested per fund
Member support on the go!

- Customer service phone number and hours
- Click-to-call functionality
- Dedicated phone number for accessibility services
COMING SOON

Millennium Trust Company and PayFlex are becoming Inspira Financial in early 2024
THANK YOU
Questions?

Yale | PAYFLEX®