

Why High Deductible Health Plans (HDHPs) are Smart!

High Deductible Health Plans (such as Motion Recruitment Partners' HSA Buy Up Plan) are the future of health care. These plans offer catastrophic coverage for your financial protection, low paycheck deductions, and the ability to pair them with pre-tax Health Savings Accounts (HSAs). This allows you to take the savings from lower premium costs and to put them in your HSA.

Let's look at an example comparing the MRP HSA Buy Up versus the MRP PPO Plan:

HSA Buy Up annual premiums (Single):	\$4,995.96
PPO annual premiums (Single):	\$7,000.56
Annual Difference:	\$2,004.60
HSA Buy Up deductible (Single):	\$1,500.00

Using the above example, an employee can take the \$2,004.60 savings in premiums and put them into an HSA (subject to the annual IRS HSA contribution cap). That will pay for her HSA Buy Up deductible, while at the same time giving her a savings of 25%-40% (depending on her tax bracket) on those HSA contributions.

How does a Health Savings Account (HSA) work?

The first step is enrolling in an HSA-qualified Plan (such as HSA Buy Up). Once you've done this, you can open an HSA with the provider of your choice or take advantage of our integrated HSA with United Health Care (UHC). If you take advantage of the integrated UHC HSA, you can use pre-tax payroll deductions to fund your HSA account. If you need to go to the doctor, you will present your UHC insurance card at the time of the visit. Claims can be paid with the HSA debit card that will be provided to you, which is loaded with your HSA balance, and can be swiped at the time of your doctor's visit or prescription purchase.

Any unspent money rolls over from year to year and can be taken with you if you change jobs, etc. If your HSA balance accrues interest or gains in the market, those earnings are also tax-free!

Testimonials from High Deductible Health Plan (HSA Buy Up) users:

"I'll admit I was a little scared to leave my traditional PPO and those nice, low co-pays that I'd become used to. But my financial adviser explained to me that my paycheck deductions, which I'm guaranteed to pay, were so much higher on the PPO vs. the High Deductible Health Plan. In fact, the difference in premiums was greater than the actual deductible on this Plan. I only went to the doctor 5- or 6-times last year, and one of those visits was preventative so it was covered in full. I didn't even reach my deductible, so I was

able to pocket the difference. You can even pay for your doctors' visits and prescriptions pre-tax in an HSA, which means even more savings. Bottom line is you save on your deductions but pay more when you use the Plan – but not nearly enough to equal what you would be paying on your deductions on PPO.”

“I have had a High Deductible Health Plan for three years. The premiums were a lot less and it achieved my purpose of covering me in case of catastrophic illness. I just had a physical and even with my \$1,500 deductible and \$3,000 out-of-pocket, it is 100% covered (no co-pay, no deductible). This is because it's preventative. In the meantime, I have saved over \$9,000 tax-free in my HSA! I can use this any time for medical expenses or continue to invest and hopefully earn over time.”