

EMPLOYER SERVICE FEES

Fees for Health Savings Account (HSA) administration

Service	Service Fee
HSA activation and setup (one-time fee)	No charge
HSA administration <ul style="list-style-type: none"> Monthly admin fee¹ Helpful HealthEquity Member Services support available every hour of every day HealthEquity Visa® Health Account Card² Annual tax reporting: 1099-SA and 5498-SA Electronic member statements 	HSA administration \$0.00 PAPM (per account per month)

Fees for reimbursement account – Flexible Spending Account (FSA)/ Health Reimbursement Arrangement (HRA) administration

Service	Service Fee
One-time Implementation Fee	No Charge
Reimbursement account administration <ul style="list-style-type: none"> Helpful HealthEquity Member Services support available every hour of every day HealthEquity Visa® Health Account Card² (if applicable) Integrated PayChoice™ payment platform Electronic member and employer statements 	FSA/HRA administration \$2.20 PPPM (per participant per month) The monthly PPPM fee for FSA, DCRA and HRA will be bundled at a single monthly fee for account holders who choose one or more of these products. Separate fees will only be charged to employers who elect a single reimbursement account or LPFSA.
Limited Purpose Flexible Spending Account (LPFSA) administration	LPFSA administration \$1.50
Discrimination testing	Non-discrimination testing is included – one round annually, additional tests \$600 per test
Plan Document changes/amendments	Included (One set)

¹Monthly admin fees are typically paid by the plan sponsor. If an individual account holder changes health plans or employers, the account may be charged up to \$3.95 per month to be billed directly to the account holder.

²This card is issued by The Bancorp Bank pursuant to a license from Visa U.S.A. Inc. The Bancorp Bank; Member FDIC.

Note: Contributions are managed online via the Employer Portal. A \$20.00 fee will apply only if you create and send paper instructions to HealthEquity for allocating contribution payments. There is no fee for paying online or for entering contribution instructions online and sending a paper check.

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Fees for health savings account (HSA) holders

Service	Service Fee	Frequency
Replacement card	3 free: \$5 for each additional card if original is lost, stolen, or damaged, paid by member.	Per card
Reimbursement check	\$2 for paper check. No fee for electronic funds transfer.	Per check
Payment directed to provider	Free	
Return deposited item	\$20	Per transaction
Overdraft or insufficient funds	\$20	Per transaction
Stop payment request	\$20	Per request
Distribution of excess contribution request	\$20	Per request
Account closing	\$25	One-time
Paper account statement	\$1 (no fee for electronic statements)	Monthly
Online member account statement	Free	Included
Electronic communications	Free	Included



**Employer Services
is available at:**

866.382.3510

Monday through Friday,
8 a.m. CT to 7 p.m. CT.

Visit us at:

HealthEquity.com

Fees for reimbursement account (FSA/HRA) holders

Service	Service Fee	Frequency
Replacement card ¹	3 free: \$5 for each additional card if original is lost, stolen, or damaged, paid by member.	Per card
Reimbursement check	\$2 for paper check. No fee for electronic funds transfer.	Per check
Payment directed to provider	Free	
Stop payment request	\$20	Per request
Paper account statement	\$1 per monthly statement requested (no fee for electronic statements)	Monthly

¹A HealthEquity Visa reimbursement account card is only issued when it complements the plan design. HealthEquity does not provide legal, tax or financial advice. Always consult a professional when making life-changing decisions. Copyright © 2022 HealthEquity, Inc. All rights reserved. 04-04-01_ConcordiaPlanServices_Fee_Schedule_202205