



# Health Spending Accounts (HSAs)

## Health care coverage that's tailored to you

Health care is not a one-size-fits-all proposition. Your employees' health care coverage shouldn't be, either.

Every family's situation is unique, and with a Health Spending Account (HSA) from Link Investment Management, your company's employees will have the flexibility to direct their health-care dollars where they're needed most.

Out-of-pocket expenses for your employees, their spouses, their children and other dependents can quickly escalate, and lead to financial hardship.

A Link HSA is a useful tool to help your employees manage these costs—with total control over the amount they contribute to the plan, and reimbursement amounts based on HSA balance, not plan maximums.

**Immediate benefits for the employer.**

**Long-lasting benefits for your employees.**

You're not in the business of running a health savings plan. You're in the business of running your business. Link's Health Spending Account (HSA) options offer peace of mind for your employees. And because you control the budget, you put workplace health care coverage back in your hands.



### **Advantages of a Link HSA**

While group insurance benefits programs are designed to meet the needs of all covered members within the group, a Link HSA is designed to meet your employees' specific needs exclusively, because they decide how that money will be spent.

And in addition to a wider range of choices, this option stretches your spending power, because a Link HSA uses pre-tax dollars to pay for eligible expenses.

Advantages include:

- Complete control over the amount you contribute to the plan (value is determined in advance)
- You have the power to decide how to spend your benefit dollars
- Plan options that help you meet life's changing circumstances
- Use your HSA dollars, rather than your own after-tax dollars, on items not covered under a traditional group benefits plan
- No annual renewals, no reserves, no inflation factors
- No medical underwriting, no medical questionnaires
- Reimbursement funds are non-taxable to the employee (with the exception of Quebec)
- Administration fees and reimbursements are tax deductible for the employer

### **HSAs vs. group benefit plans**

- Eligible HSA expenses determined by the Canada Revenue Agency (CRA), and not dictated by a group benefits program
- HSA reimbursement amounts determined by HSA balance, not plan maximums
- You deposit HSA dollars for the employee; costs are predictable and based on your budget, as opposed to unpredictable group benefit plan premiums.

### **About Link Investment Management**

Calgary-based Link is a licensed portfolio manager and pension provider. We're a growing financial innovator in employer-sponsored compensation plan administration. We've taken a different approach—one that can help employees and businesses alike.

