

Health Spending Account for SunAdvantage™



Enhance your benefits

Want to enhance the flexibility of your Sun Life group health and dental benefits to keep pace with your employees' diverse and changing needs, at a cost that is both predictable and manageable? A Health Spending Account (HSA) might be the answer.

HSAs are an easy way for you to supplement the products and services your group benefits plan covers. Funded by you and administered by us, they allow plan members to submit claims for:

- deductibles and co-insurance amounts
- expenses over any plan maximums that may be in place
- health and dental expenses that may not be covered by your group plan, for example, orthodontics, laser eye surgery and physician fees

If an expense qualifies as a medical expense tax credit under the federal Income Tax Act, then it qualifies for payment from an HSA.

How it works

HSAs are like bank accounts for benefits. Once each year at the beginning of the benefit period you contribute pre-tax dollars¹, called credits, to your plan members' HSA. Plan members then use these credits to pay for a variety of health and dental expenses. Any credits remaining in plan members' accounts at the end of a benefit year are automatically carried forward to the following benefit year. Plan members then have until the end of the second benefit year to use any credits carried forward or they'll lose them.

Easy for you

HSAs are easy to administer. You define the number of credits² you want to allocate to each plan member, and we look after the rest. For example, we will:

- give you detailed information on how an HSA works, from administering credits for new and terminating members, to handling carry-forward credits
- send you a separate HSA invoice (since HSA isn't an insured benefit) billing you 'monthly in arrears', based on actual HSA claims paid during that month

Once credits are deposited, plan members control how they spend them. You put them in the driver's seat when it comes to their personal health and dental care buying decisions. They have the freedom to look after their own particular health-care needs and wants.

Easy for your plan members

Our HSAs are fully integrated within our health and dental claims system for seamless and efficient claims handling.

Depending on your plan design, plan members can submit HSA claims:

- online, through our convenient Plan Member Services website, or
- on a single paper claim form for both regular benefit plan claims and HSA claims

Plan members have easy access to their HSA information. They can check on their claim payments and HSA account balance at any time, no matter which route they take. Plan members can:

- call our Customer Care Centre
- use our automated telephone inquiry service
- access our Plan Member Services website

To help ensure your plan members understand and value their new HSA, we provide comprehensive educational material that includes information on how HSAs work, how to submit claims, what's covered, and much more.

¹ In Quebec, Health Spending Accounts are considered a taxable benefit for provincial income tax purposes.

² You'll need a minimum of 5 plan members participating in an HSA



We'd like to tell you more

For more information on how our Health Spending Account can help make your group benefits plan more accommodating, please contact your Sun Life representative.

Life's brighter under the sun

Group Benefits are provided by Sun Life Assurance Company of Canada, a member of the Sun Life group of companies. GRP1745 10-24 ds-cd

