



Fidelity HSA[®] Contribution Advance

Access your future HSA contributions early with Contribution Advance. It's as easy as enrolling in the program and then swiping your Fidelity NetBenefits AccessCard[®] to cover qualified medical expenses—even if you don't have enough cash available in your account at the time of purchase.

How does it work?

Contribution Advance allows you to access your future HSA contributions early through the NetBenefits AccessCard[®]. Simply enroll in the feature through your employer or benefits provider and get ready to swipe!

When are funds available?

Funds are available as soon as the plan year starts. You can easily track spending and your Advance balance through the NetBenefits[®] website or mobile app.

How much can I advance?

The maximum amount you can advance is \$3,000 for employee-only coverage and \$6,000 for family coverage.

How are advances paid back?

Advanced amounts are paid back through your HSA payroll contributions throughout the year, with no additional action needed on your end.*

What are the benefits?

Unexpected health-related expenses can be stressful. Contribution Advance gives accountholders peace of mind in the knowledge that they can access future contributions quickly and easily.



A quick, easy way to access your money when you need it.

You will be able to access up to your elected annual HSA contribution or the maximum amount your employer will advance.

Example: Sam is enrolled in employee-only coverage and has elected to contribute \$500 to her HSA in the coming year. Sam's employer has a maximum allowable advance amount of \$3,000 for employees enrolled in the employee-only coverage tier. At the beginning of the year, Sam has an available Contribution Advance amount of \$500. As Sam's payroll contributions are attributed to her HSA, that amount decreases, since the deposits are available to spend and no longer need to be "advanced." The available advance amount also decreases if Sam chooses to pay for qualified medical expenses using Contribution Advance.

Employer maximum advance for employee-only coverage: \$3,000

Sam's annual HSA contribution amount: \$500

Sam's maximum allowable Contribution Advance: \$500

Getting Started

Contact your employer benefits center for details on enrollment in Contribution Advance. Once you opt in, you can access advanced funds through your NetBenefits AccessCard®. A single swipe of the card provides access to the cash available in your HSA and your advanced contributions – it's that easy!

For more information about Contribution Advance,
check out the additional FAQs that follow.

HSA Contribution Advance

Frequently Asked Questions

Q: What is HSA Contribution Advance?

HSA Contribution Advance gives eligible employees access to the HSA contributions they have elected to contribute during the year *before* that contribution occurs. The funds are advanced to the employee to cover qualified medical expenses when the employee does not have enough cash available in their Health Savings Account.

Q: How does it work?

Employees who are eligible and have opted into the HSA Contribution Advance feature may use the advance to cover qualified medical expenses in situations where the available cash balance in their HSA is not enough to cover the expense. The Contribution Advance available to the employee will be the lesser of the amount that the employee has elected to contribute to their HSA or the maximum amount that the employer will advance. The advance amounts are deposited into the employee's HSA and then immediately withdrawn to pay the expense.

Example: Sam is enrolled in employee only coverage and has elected to contribute \$500 to her HSA in the coming year. Sam's employer has a maximum allowable advance amount of \$3,000 for employees enrolled in the employee only coverage tier. At the beginning of the year, Sam has an available Contribution Advance amount of \$500. As Sam's payroll contributions are attributed to her HSA, that amount decreases. The available advance amount also decreases if Sam chooses to pay for qualified medical expenses using a Contribution Advance.

Employer maximum advance for employee only coverage: \$3,000

Employee annual contribution goal amount: \$500

Maximum allowable Contribution Advance: \$500

If Sam had elected to contribute \$1,000 to her HSA, she would be eligible to advance up to the employer's maximum allowable advance.

Employer maximum advance for employee only coverage: \$3,000

Employee annual contribution goal amount: \$1,000

Maximum allowable Contribution Advance: \$1,000

If she elected to contribute \$1,500, she would still be limited to the employer's maximum allowable advance amount of \$1,500.

Employer maximum advance for employee only coverage: \$3,000

Employee annual contribution goal amount: \$1,500

Maximum allowable Contribution Advance: \$1,500

If Sam begins the year with a \$500 advance available and uses that advance to pay for a \$100 co-payment on January 2nd, her available advance would immediately be reduced to \$400. Sam's next several HSA payroll deduction amounts will be used to pay her employer back for the \$100 advance. While the advance is being paid back, the available advance will remain \$400. Once the advance is repaid, Sam's HSA payroll contributions will begin to be deposited into their HSA. As the funds become available in the HSA, the available Contribution Advance will be reduced by the amount that is deposited into the HSA.

Q: What is the maximum amount that can be advanced?

The employer maximum advance is \$3,000 for single coverage or \$6,000 for family coverage.

Q: How is the HSA Contribution Advance accessed?

Employees who are eligible and have opted into the HSA Contribution Advance Feature are able to access the advance funds by using their NetBenefits AccessCard®. A single swipe of the card provides access to the cash available in their HSA and to advanced contributions. The transaction is seamless to the merchant and the employee.

Q: When are HSA Contribution Advance funds available?

HSA Contribution Advance funds are made available at the beginning of the plan year. The feature is designed to support employees who are enrolled in an HSA-eligible health plan by providing them with access to future. As an employee's contributions are deducted from their pay and deposited into their HSA, the amount available to advance will decrease.

***Example:** Alex is in employee only coverage and has elected to contribute \$1,200 to his HSA in the coming year. His employer's maximum advanceable amount is \$3,000 for employee only coverage. As a result, Alex will begin the year with \$1,200 available as an advance. Alex does not have any qualified medical expenses in the month of January. At the end of the month, Alex has contributed \$100 to his HSA. Because the money is now available to be used in his account, the available advance has been reduced by \$100. The available advance at the beginning of the month of February is \$1,100.*

Q: What happens if I elect to change my HSA contributions mid-year?

Employees may increase their HSA contributions at any point during in the year, as long as their annual contribution amount does not exceed the IRS maximum. If an employee has an outstanding advance balance, they may not decrease their elected contribution below the dollar amount that will allow them to repay the advance in the current plan year.

Q: How does an employee know how much HSA Contribution Advance is available to spend?

Employees can view their available Contribution Advance by logging into the NetBenefits® website or through the NetBenefits application on their mobile device. The available Contribution Advance amount is displayed on the Health Savings Account Summary tab. Information on the amount owed as well as the history of advances taken and repaid can be accessed by selecting on the 'Contribution Advance' heading in the Paying tab. Other details include total advance amount, amount to be repaid, advance history, and multi-year details (if applicable).

Q: What extra steps are needed to access HSA Contribution Advance funds?

Once employees have opted into the HSA Contribution Advance feature, there are no additional steps required to access the funds available to them. Employees can spend their available advance amount simply by using their NetBenefits AccessCard®.

Q: How are advanced funds paid back?

Advanced funds will be paid back through the employee's regularly scheduled payroll deductions. The funds will be deducted as usual and in the normal amount. Instead of being deposited into the employee's HSA, the amount that has been advanced will be repaid to the employer who advanced the contributions. Once the amount advanced has been repaid, all remaining contributions will be deposited into the employee's HSA.

Q: Can I pay advanced funds back outside of payroll contributions?

No. HSA payroll contributions are pre-tax contributions. Because you are receiving the benefit of the reduction of your taxable income, the repayment of the advanced funds must be made with pre-tax dollars. Advances cannot be repaid with employer contributions or with post-tax dollars. If you have an outstanding advance and the employer makes a contribution or an employee sends in post-tax dollars via check/ wire/ ACH, the funds will be deposited into your account as an HSA contribution. The advance will remain outstanding until an employee payroll contribution is received.

Q: What if an employee has mutual funds and other investments?

HSA Contribution Advance will be accessed when the cash balance in their HSA is \$0. There is no requirement that investments need to be liquidated before using the feature.

Q: What if an employee leaves their job or goes on an unpaid Leave of Absence before the end of the year?

The agreement between the employee and their employer will address what will happen in the event of an interruption of pay. The employer may seek to withhold outstanding advances from the employee's final paycheck and/ or pursue the amount owed.



Investing involves risk, including risk of loss.

*Employees are responsible for any unpaid advance balances at the end of each calendar year (e.g., separation of employment, leave of absence, etc.).

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