



HSA EMPLOYER News



December 2014

Guidelines for Making Prior-Year Contributions

HSA contributions for the 2014 tax year can continue to be made through April 15, 2015.

Instructions for making 2014 (prior year) HSA contributions between 1/1/2015 and 4/15/2015 are shown below. Please follow these instructions to ensure that prior-year contributions are coded for the 2014 tax year and appear on your employees' 2014 Form 5498-SA.

If your funding method is

Employer Funding Portal:

Select 'Prior Year' under 'Contribution Type' on the file upload options page.

The Bancorp HSA funding template:

Ensure that 2014 is indicated in the 'Contribution Year' field.

Email the funding file:

Include the word 'PRIOR' in the file name.

Please note: Contributions for 2015 cannot be processed until the first business day of the new year, which is Friday, January 2, 2015.

HSA Contribution Limits Higher for 2015

The annual contribution limits for Health Savings Accounts (HSAs) will increase in 2015 for all eligible account holders. This is a great opportunity for your employees to boost their pre-tax savings and invest more fully in their healthcare needs.

2015 Maximum Contribution Limits for HSAs:

- Self-only coverage under an HDHP
Annual contribution limit: \$3,350 (up from \$3,300 in 2014)
- Family coverage under an HDHP
Annual contribution limit: \$6,650 (up from \$6,550 in 2014)

Note: Individuals age 55 or older who haven't enrolled in Medicare can make an additional \$1,000 catch-up contribution to their HSA (no change from 2014 levels).

HSA contribution limits are set annually by the IRS. For more information, visit the IRS website at <http://www.irs.gov/pub/irs-drop/rp-14-30.pdf>.

Put the Brakes on Holiday Stress

The holiday season often brings an added level of stress to employees both at home and in the workplace. During this hectic season, direct your employees to resources that can help them manage holiday stress and avoid burnout. Some of these resources may include information offered through your employee assistance and wellness programs or through healthcare and insurance providers.

Help your employees put the brakes on holiday stress and enjoy the true spirit of the season.

