

Like checking accounts with any bank, there are some fees associated with maintaining HSAs. BenefitWallet gives employers the option to cover the monthly administration fees for their employees, or to have the fees deducted monthly from their employees' account balance. While this is a choice that a new group needs to make during the group setup process, it is a decision that can be changed at a later date.

For example, a group offering a QHDHP with HSA for the first time may want to absorb the maintenance fees for the first year for all employees who open an HSA, then make a change in the second year where members cover the fee moving forward. Since members with balances over \$1,000 do not pay maintenance fees, this could be used as an incentive for members to build up their balances to kickstart their long-term saving habit while helping them reduce their tax burden.

For groups that want to cover monthly maintenance fees for only their actively-employed members, and do not want to pay them for other members on their plan such as COBRA-enrollees or retirees, we do have ways to make that possible as well.

Some other occasional fees — such as for multiple replacement debit cards or additional checkbooks — are deducted only from employees' accounts.

HSA Fees and Rates (subject to change)

Account set-up fee	None
Monthly service charge if employee pays maintenance fees and monthly account balance is under \$1,000	\$3.50
Monthly service charge if employer pays maintenance fees, regardless of balance	\$2.25
Transaction fees for debit card and check transactions	None
Transaction fees for ATM transactions	\$2.00
Monthly paper statement fee	\$1.25
Monthly service charge to employees for an HSA investment account	\$2.90
Market-based interest rate	Variable