



Health Savings Account Answer Book

Christine L. Keller, Gary S. Lesser, William F. , Jr. Sweetnam

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In quick-access, Q&A format, ***Health Savings Account Answer Book*** cuts through the hype and current confusion surrounding HSAs; helps you accurately weigh all their pros and cons; and gives you the facts you need to make sound decisions...avoid pitfalls...answer employee challenges...and deal effectively with healthcare vendors.

Health Savings Account Answer Book answers over 550 key questions on all aspects of HSA establishment, administration, and compliance-including rules and penalties, medical coverage, contributions and deductions, distributions, rollovers and transfers, fiduciaries, filing requirements, and more.

Everything is explained clearly in plain English. Plus, this highly practical ***Answer Book*** gives you hundreds of real-life examples...practice pointers...notes and cautions...ready-to-use forms...citations to case law...charts...tables...and other valuable features to make it directly applicable and easy to use.

Health Savings Account Answer Book, Fourth Edition has been updated to include:

- Discussion and analysis of the improvements made by the Tax Relief and Health Care Act of 2006 (TRHCA)
- Discussion of the prohibited transaction exemption under the Pension Protection Act of 2006 (PPA)
- Discussion of the new safe harbor conditions for an HSA to be exempt from ERISA
- Discussion of ERISA fiduciary rules and the consequences when an HSA is subject to ERISA
- Discussion of the advantages to an employer of allowing employees to contribute to HSAs on a pretax basis through an employer's cafeteria plan
- Changes and clarifications that were made under the final employer contribution comparability regulations and their significance
- Comparability issues for independent contractors, sole proprietors, partnerships, former employees, part-time employees, unionized employees, and others
- Examination of the mechanics of funding, prefunding, testing periods, and categories of coverage relating to comparable contributions
- Updated form filing requirements for HSA owners and contributing employers

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