

2022 HSA Survey

PSCA's Benchmarking Survey of Health Savings Accounts

Highlights

15 Participation

Nearly 90 percent of participants opened an HSA when given the opportunity.

18 Employer Contributions

Three-quarters of employers make HSA contributions.

21 Investments

Sixty percent of employers offer investment options for the HSA with more than 20 percent of participants choosing to use them.

23 Education

Employers' primary education focus continues to be explaining the tax benefits of the HSA.

26 Rollovers

Nearly 60 percent of employers allow rollovers from other Health Savings Accounts.

29 Automatic Enrollment

Forty percent of organizations automatically enroll employees in the HSA if they enroll in the HSA-qualifying health option.



Survey Features

Executive Summary

The *Executive Summary* provides a detailed summary of the results and includes detailed charts and graphs to illustrate the data.

Data Highlights

Ten key data points for benchmarking your plan are included in the *Executive Summary*.

Detailed Tables

In addition to the *Executive Summary* section, the report includes 59 tables of HSA benchmarking data.



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Inside Front Cover
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2022 HSA Survey

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Thank you to everyone who took the time to respond to 2022 HSA survey. Your contributions made this report possible.

PSCA would also like to thank HSA Bank for sponsoring this survey.



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Executive Summary

PSCA conducted its 4th annual HSA benchmarking survey in the summer of 2022 to examine how employers structure Health Savings Account programs, their use by employees, and their potential as a retirement savings vehicle.

The availability and use of Health Savings Accounts continues to grow and while there is still a lot of variability dependent on how involved in the HSA program the employer is, and by organization size, some consistent trends are beginning to emerge. Most organizations make contributions (and most do so by coverage level), for the most part employees are still using HSAs as a spending account, and employers continue to struggle with explaining HSAs to employees.

The data on the pages that follow delves deeper into these trends, and more, as we present the experiences of 463 employers that offered an HSA-qualifying health option in 2021. Where sample size permits, the data is broken out by organization size (total number of US employees). A large increase in the number of respondents this year resulted in a shift in the demographics, primarily by size, and that shift may account for some of the year-over-year differences in the aggregate data, particularly on data points where there is a size correlation.

Data Highlights

1. The average participant contribution in 2021 was \$2,483, down from the last few years.
2. The average account balance at the end of 2021 was \$4,924, down from \$6,318 in 2020.
3. Three-quarters of employers make contributions to the HSA and most provide a set amount per coverage level.
4. Sixty percent of responding organizations offer investment options for HSA contributions.
5. More than 20 percent of participants invested assets in 2021, accounting for nearly 30 percent of all HSA assets.
6. Nearly 70 percent of respondents indicated that employee education is a top concern with half of respondents indicating it is their primary concern regarding their HSA programs. Compliance, Medicare eligibility, and difficulty of administration distantly vie for top secondary concerns.
7. The top education priority for more than half of survey respondents is explaining HSA tax preferences, followed distantly by explaining contribution limits.
8. More than forty percent (41.5 percent) of organizations automatically enroll employees in the HSA if they enroll in the HSA-qualifying health option, up from 35.3 percent in 2020 and 32.2 percent in 2019.
9. Fewer than 30 percent of employers position the HSA as a retirement savings vehicle.
10. More than half of organizations cover HSA maintenance fees themselves. The fees are generally assessed monthly (79.4 percent of plans), and cost less than \$3 a month/participant, on average.

Executive Summary

Detailed Summary of Results

Demographics

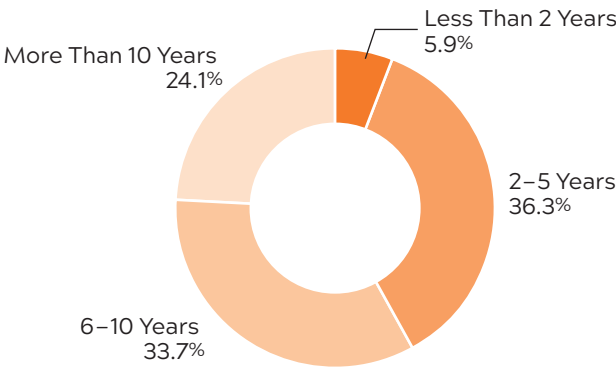
The survey received responses from 464 organizations that offer an HSA program to employees. Respondent companies represent a range of industries and sizes. The large increase in the number of respondents resulted in many more small companies than large companies. This shift should be kept in mind when considering any changes in the data from last year. (See Table 1.)

Respondent Demographics by Organization Size (Number of Total Employees)

| Year | Organization Size (Number of Total Employees) | | | | |
|------|---|--------|---------|-------------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ |
| 2022 | 28.4% | 26.3% | 25.4% | 13.4% | 6.5% |
| 2021 | 11.5% | 15.2% | 36.1% | 24.6% | 12.6% |

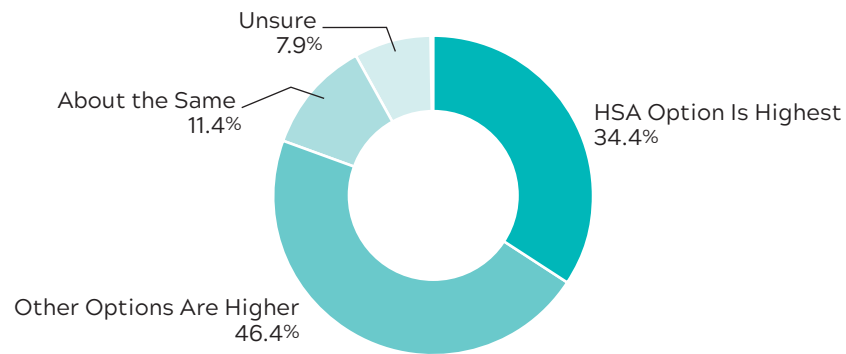
More than a third of employers have offered the HSA-qualifying health option to employees for two-to-five years with another third offering one for six-to-ten years. (See Table 3.)

Length of Time Employer Has Offered an HSA to Employees



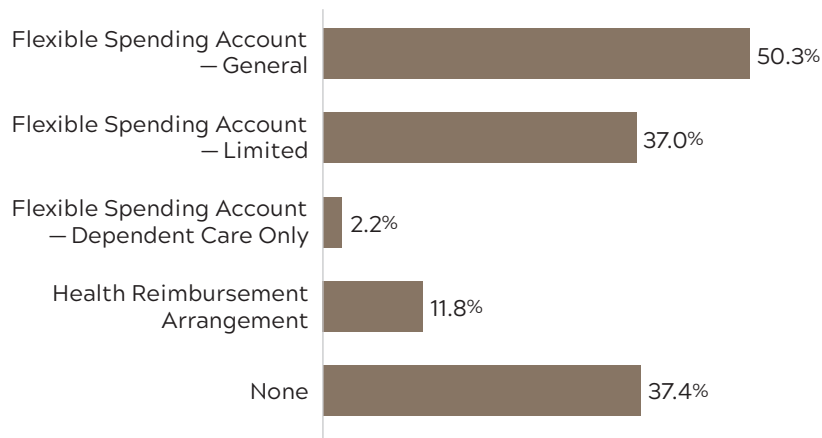
Seventy percent of employers offer health options in addition to the HSA-qualifying option, though there is some variability by size with large organizations nearly twice as likely to offer multiple health plans to employees. (See Table 4.) For those employers that offer multiple options, nearly one third state that more employees choose the HSA-qualifying health option, whereas 46.4 percent say that more employees choose the other option(s). (See Table 5.)

Take-Up Rates of HSA-Qualifying Option vs. Other Health Options



Half of employers also offer general Flexible Spending Accounts (FSAs) to employees, though this is less common with smaller organizations (16.8 percent) versus large organizations (90.0 percent). (See Table 7.)

Other Individual Health Account Options Offered to Employees



Executive Summary

Eligibility and Participation

Sixty percent of employees enrolled in the HSA-qualifying health option when offered the opportunity. (See Table 10.) Of those that did, 85.7 percent had an HSA in 2021 and 72.8 percent made contributions to their account. (See Tables 13 and 15.)

HSA Participation Over Time

| Participation Measurement | Year | | | |
|--|-------|-------|-------|-------|
| | 2018 | 2019 | 2020 | 2021 |
| Percentage of Eligible Employees Who Enrolled in the HSA-Qualifying Option | 53.7% | 61.3% | 58.6% | 60.4% |
| Percentage Enrolled in HSA-Qualifying Options With an HSA | 90.7% | 90.5% | 85.1% | 85.7% |
| Percentage of Employees With an HSA Who Contributed to It | 85.7% | 91.1% | 81.4% | 72.8% |

The average participant contribution in 2021 was \$2,483, down from the last few years. (See Table 17.) The average account balance at the end of 2021 was \$4,924, also down compared to the last few years. (See Table 18.)

HSA Accounts Over Time

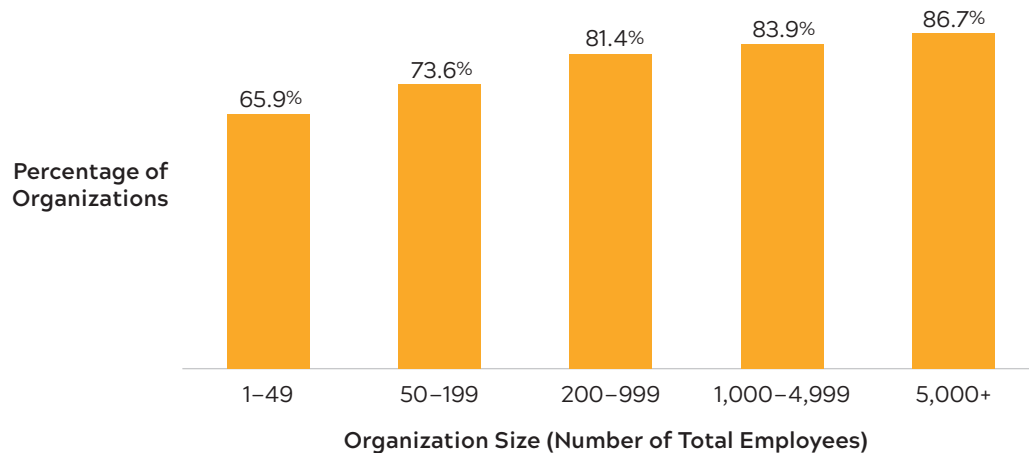
| Participation Measurement | Year | | | |
|----------------------------------|---------|---------|---------|---------|
| | 2018 | 2019 | 2020 | 2021 |
| Average Participant Contribution | \$2,595 | \$2,595 | \$2,958 | \$2,483 |
| Average Account Balance | \$5,239 | \$5,627 | \$6,318 | \$4,924 |

More than forty percent of respondents stated that fewer than a quarter of employees spent their entire HSA balance in 2021, though this is unknown at more than half of organizations that do not have access to that information. (See Table 19.) Only a small percentage of employees contributed the maximum allowed. (See Table 20.)

Employer Contributions

Three-fourths of employers contribute to the HSA — of those that do, 60.2 percent provide a set dollar amount based on the coverage level (single or family). (See Tables 21 and 22.)

Percentage of Organizations That Contribute to the HSA



The majority of organizations (96.8 percent) made no changes to their employer contributions in 2021 as a result of COVID-19 (2.3 percent increased them). Most organizations also kept the contributions the same for 2022 (85.1 percent) — but more than ten percent increased them, including nearly 20 percent of small organizations. (See Table 28.)

Organizations Implementing Planned Contribution Changes for 2022

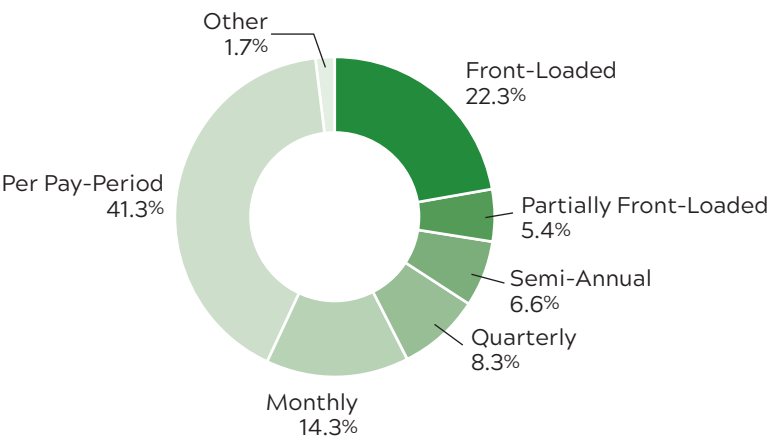
| Change | Organization Size (Number of Total Employees) | | | | | All |
|-------------------------|---|--------|---------|-------------|---------|--------|
| | 1-49 | 50-199 | 200-999 | 1,000-4,999 | 5,000+* | |
| No Changes | 79.7% | 85.0% | 86.3% | 90.0% | 91.3% | 85.1% |
| Decreasing Contribution | 1.3% | 3.8% | 1.4% | 5.0% | 4.3% | 2.7% |
| Increasing Contribution | 19.0% | 11.3% | 12.3% | 5.0% | 4.3% | 12.2% |
| Total | 100.0% | 100.1% | 100.0% | 100.0% | 99.9% | 100.0% |

*Small sample size.

Executive Summary

More than twenty percent of employers “front-load” contributions at the beginning of the year while 41.3 percent make contributions each pay period. (See Table 23.)

Timing of Employer Contributions to the HSA

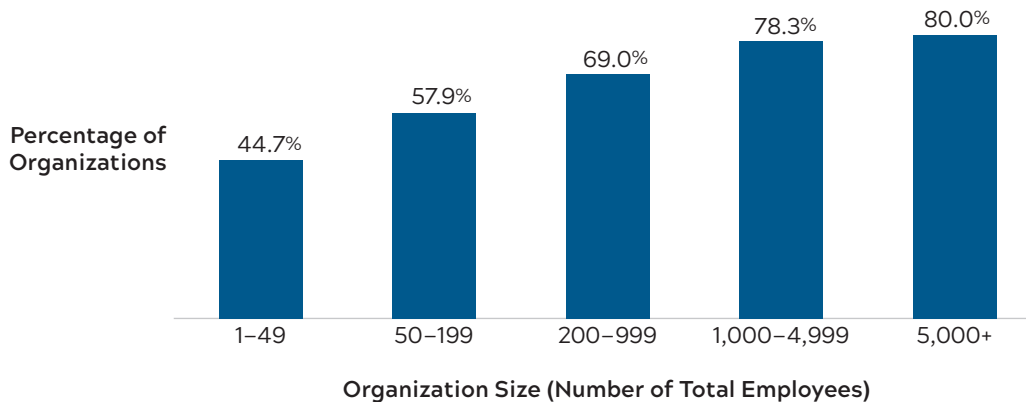


Investments

Sixty-one percent of organizations offer investment options for HSA contributions, down from 84.4 percent last year. This decrease is likely due to the increase in small organizations participating in this year's survey as large organizations are nearly twice as likely to offer investments than small organizations (80.0 percent versus 44.7 percent).

(See Table 30.)

Percentage of Organizations That Offer Investment Options for HSA Contributions



A third of organizations require a minimum balance of \$1,000 before assets can be invested and 44.4 percent require a minimum more than \$1,000. (See Table 33.)

Threshold for Investment of HSA Balances

| Minimum | All Plans |
|---------------------------|-----------|
| Minimum Less Than \$1,000 | 8.5% |
| Minimum of \$1,000 | 34.0% |
| Minimum More Than \$1,000 | 44.4% |
| None | 13.1% |
| Total | 100.0% |

More than 20 percent of participants invested assets when given the option, up from 19.5 percent in 2020. Nearly 30 percent of all HSA assets are invested in something other than cash or cash equivalents. Investment of HSA assets seems to be used more by participants at small organizations than at large organizations. (See Table 31.)

Average Percentage of Participants Who Invested, and Percentage of Assets Invested

| | Year | |
|--|-------|-------|
| | 2020 | 2021 |
| Average Percentage of Participants Who Invested Assets | 19.3% | 21.5% |
| Average Percentage of Assets Invested in Something Other Than Cash | 28.7% | 27.0% |

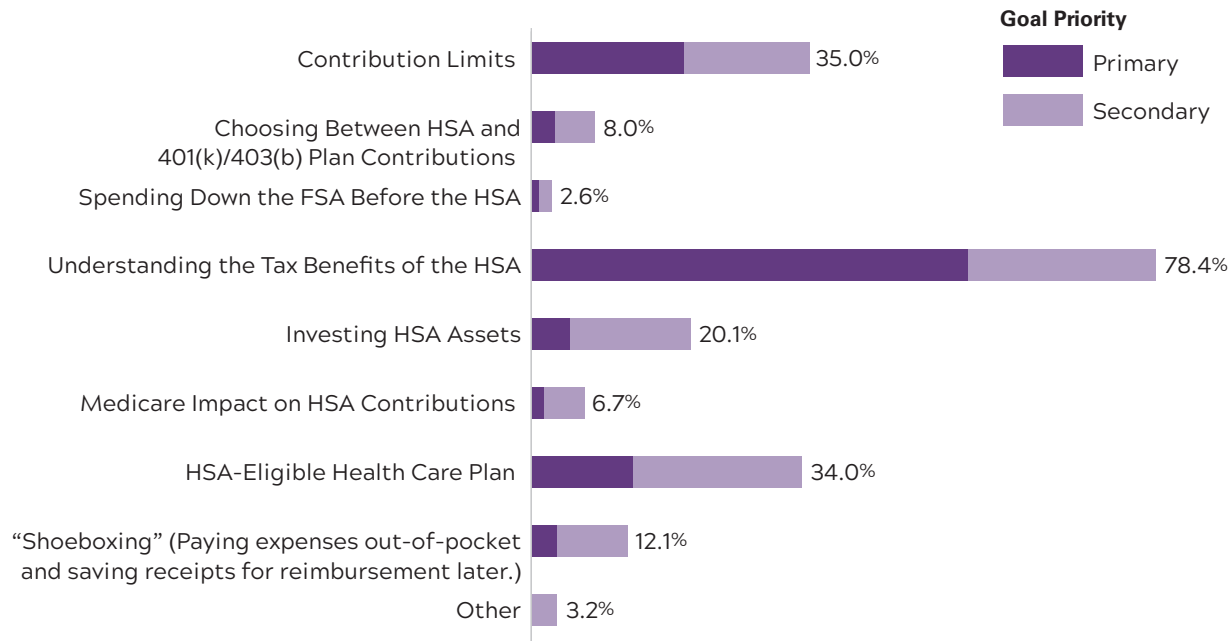
Most respondents (89.5 percent) state that they do not try to mirror the HSA investment lineup with their 401(k) lineup and that doing so is not a goal. (See Table 35).

Executive Summary

Education

The majority of organizations (61.0 percent) primarily educate employees about HSAs annually during open enrollment though twenty percent provide education throughout the year. (See Table 36.) The dominant topic targeted by HSA education was understanding the tax benefits of HSAs, indicated as primary by more than half of respondents, followed distantly by contribution limits and the HSA-qualifying health plan. (See Table 38.)

Primary and Secondary HSA Education Goals

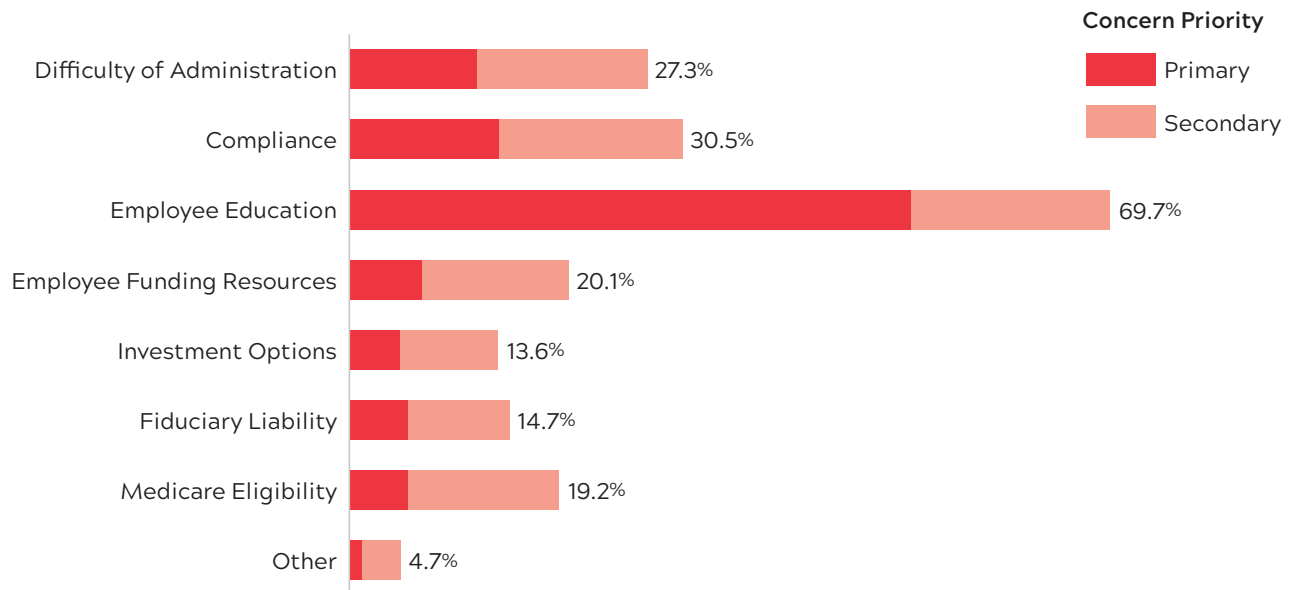


Fewer than ten percent of organizations use or suggest a default savings rate to employees for their HSA. (See Table 41.) Three percent of organizations offer additional education to employees who do not contribute to the HSA or only contribute a nominal amount. (See Table 42.)

Nearly 30 percent of respondents indicate that they position the HSA as part of a retirement savings strategy to employees and 9.2 percent don’t currently, but plan to. (See Table 43.)

Nearly 70 percent of respondents indicated that employee education is a top concern with half of respondents indicating it is their primary concern regarding their HSA programs. (See Table 59.)

Primary and Secondary HSA Concerns



Executive Summary

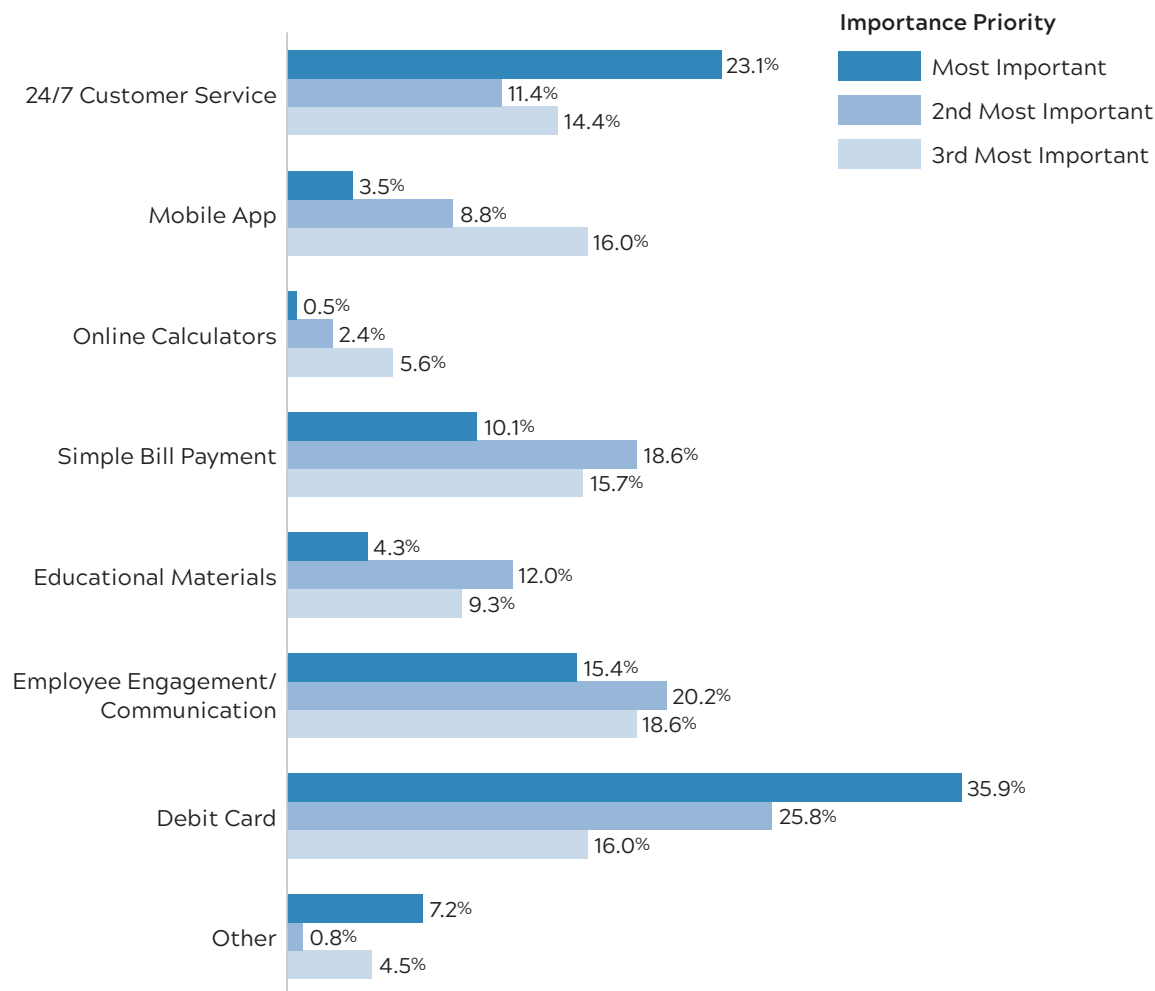
Program Administration Practices

Nearly sixty percent of organizations allow rollovers from other Health Savings Accounts and more than 60 percent of those that do encourage employees to do so. (See *Tables 44 and 45.*)

More than half of organizations pay the HSA maintenance fees for active employees, though at nearly 40 percent of responding organizations the participant is responsible for those fees. (See *Table 48.*) Most fees are paid monthly (92.8 percent), and it averages \$4.61 a month. (See *Tables 49 and 50.*)

Nearly 90 percent of organizations used their benefits broker to develop the HSA program. (See *Table 51.*) The most important feature to employers in selecting a vendor was availability of a debit card followed by 24/7 customer service and employee engagement and communication. (See *Table 52.*)

HSA Features Most Important in Vendor Selection



More than forty percent of organizations automatically enroll employees in the HSA if they enroll in the HSA-qualifying health option, including more than half of small organizations. (See *Table 55.*)

Full Data Tables

Following are the full data tables by section that support and expand on the data found in the Executive Summary.

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| Program Administration | 26 |

Demographics

Table 1 | Respondent Demographics by Organization Size (Number of Total Employees)

| | Organization Size (Number of Total Employees) | | | | | |
|---------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Number of Plans | 132 | 122 | 118 | 62 | 30 | 464 |
| Percentage of Plans | 28.4% | 26.3% | 25.4% | 13.4% | 6.5% | 100.0% |

Table 2 | Respondents by Industry Type

| Industry | Respondent Breakdown | |
|----------------------------------|----------------------|---------------------|
| | Number of Plans | Percentage of Plans |
| Construction | 31 | 6.7% |
| Durable Goods Manufacturing | 44 | 9.5% |
| Engineering | 25 | 5.4% |
| Financial | 49 | 10.6% |
| Healthcare | 56 | 12.1% |
| Insurance/Real Estate | 22 | 4.7% |
| Non-durable Goods Manufacturing | 16 | 3.4% |
| Non-Profit Organization | 56 | 12.1% |
| Retail Trade | 31 | 6.7% |
| Services | 57 | 12.3% |
| Technology or Telecommunications | 34 | 7.3% |
| Transportation | 10 | 2.2% |
| Utility or Energy | 17 | 3.7% |
| Wholesale Distribution | 12 | 2.6% |
| Other | 4 | 0.9% |
| Total | 464 | 100.2% |

Table 3 | Length of Time Employer Has Offered an HSA to Employees

| Length of Time | Organization Size (Number of Total Employees) | | | | | |
|--------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Less than 2 Years | 8.9% | 3.4% | 4.2% | 4.2% | 12.0% | 5.9% |
| 2–5 Years | 31.5% | 38.1% | 43.2% | 35.4% | 28.0% | 36.3% |
| 6–10 Years | 19.4% | 41.5% | 33.7% | 45.8% | 44.0% | 33.7% |
| More than 10 Years | 40.3% | 16.9% | 18.9% | 14.6% | 16.0% | 24.1% |
| Total | 100.1% | 99.9% | 100.0% | 100.0% | 100.0% | 100.0% |

Table 4 | Percentage of Organizations That Offer Health Options Other Than the HSA-Qualifying Option

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 48.5% | 73.1% | 78.0% | 83.6% | 93.1% | 69.9% |

Table 5 | Take-Up Rates of HSA-Qualifying Option vs. Other Health Options

| Take-Up Rates | Organization Size (Number of Total Employees) | | | | | |
|--------------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| HSA Option is Highest | 37.5% | 37.9% | 35.2% | 27.1% | 25.9% | 34.4% |
| Other Options are Higher | 37.5% | 37.9% | 48.4% | 62.5% | 59.3% | 46.4% |
| About the Same | 10.9% | 14.9% | 12.1% | 6.3% | 7.4% | 11.4% |
| Unsure | 14.1% | 9.2% | 4.4% | 4.2% | 7.4% | 7.9% |
| Total | 100.0% | 99.9% | 100.1% | 100.1% | 100.0% | 100.1% |

Table 6 | Percentage of Organizations That Have Seen an Increase in HDHP Participation Over Time

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 50.0% | 69.9% | 68.2% | 78.4% | 65.2% | 65.9% |

Table 7 | Other Individual Health Account Options Offered to Employees

| Account Type | Organization Size (Number of Total Employees) | | | | | |
|---|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Flexible Spending Account – General | 16.8% | 46.6% | 62.1% | 87.1% | 90.0% | 50.3% |
| Flexible Spending Account – Limited | 15.3% | 36.4% | 48.3% | 53.2% | 56.7% | 37.0% |
| Flexible Spending Account – Dependent Care Only | 0.8% | 1.7% | 2.6% | 4.8% | 3.3% | 2.2% |
| Health Reimbursement Arrangement | 9.9% | 11.0% | 13.8% | 9.7% | 20.0% | 11.8% |
| None | 69.5% | 40.7% | 21.6% | 8.1% | 6.7% | 37.4% |

Eligibility and Participation

Table 8 | Percentage of Total Employees Eligible for an HSA-Qualifying Health Option

| | Organization Size (Number of Total Employees) | | | | | |
|---------------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Average Percentage of Employees | 74.7% | 73.7% | 79.5% | 84.3% | 74.8% | 76.7% |

Table 9 | Percentage of Total Employees Eligible for an HSA-Qualifying Health Option by Industry

| Industry | Average |
|---|---------|
| Construction/Engineering | 70.6% |
| Durable and Non-Durable Goods Manufacturing | 82.1% |
| Financial | 85.2% |
| Healthcare | 74.3% |
| Insurance/Real Estate | 92.7% |
| Non-Profit Organization | 73.2% |
| Services | 75.3% |
| Technology or Telecommunications | 79.4% |
| Wholesale Distribution/Retail | 61.5% |
| Other* | 84.8% |

*Other contains industries from table 2 not listed above due to small sample sizes.

Table 10 | Percentage of Eligible Employees Who Chose the HSA-Qualifying Health Option by Coverage Tier

| Coverage Type | Organization Size (Number of Total Employees) | | | | | |
|-------------------|---|--------|---------|-------------|--------|-------|
| | 1–49* | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Any Coverage | 77.6% | 60.2% | 48.3% | 47.2% | 44.3% | 60.4% |
| — Single Coverage | 46.6% | 35.4% | 26.0% | 24.4% | * | 34.9% |
| — Family Coverage | 37.7% | 24.8% | 23.0% | 21.8% | * | 27.7% |

*Sample size too small to calculate.

Table 11 | Percentage of Employees Eligible who Chose the HSA-Qualifying Health Option by Industry

| Industry | Average |
|---|---------|
| Construction/Engineering | 61.2% |
| Durable and Non-Durable Goods Manufacturing | 52.4% |
| Financial | 70.4% |
| Healthcare | 64.3% |
| Insurance/Real Estate | 62.8% |
| Non-Profit Organization | 58.4% |
| Services | 62.9% |
| Technology or Telecommunications | 57.1% |
| Wholesale Distribution/Retail | 55.3% |
| Other* | 58.7% |

*Other contains industries from table 2 not listed above due to small sample sizes.

Table 12 | Determination of Medicare Eligibility and Thus HSA Eligibility

| Determination | Organization Size (Number of Total Employees) | | | | | |
|--|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Self-Reporting | 86.7% | 84.3% | 86.3% | 90.9% | 92.9% | 87.0% |
| Pre-Qualifying Question at Open Enrollment | 19.0% | 18.6% | 15.7% | 14.5% | 21.4% | 17.6% |
| Other | 1.9% | 5.9% | 10.8% | 5.5% | 10.7% | 6.4% |

Table 13 | Percentage of Eligible Employees Enrolled in an HSA-Qualifying Health Option Who Had an HSA in 2021

| | Organization Size (Number of Total Employees) | | | | | |
|-------------------------|---|--------|---------|-------------|---------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | All |
| Percentage of Employees | 90.1% | 86.1% | 80.9% | 79.7% | 87.1% | 85.7% |

*Small sample size.

Full Data Tables | Eligibility and Participation

Table 14 | **Percentage of Employees Enrolled in an HSA-Qualifying Health Option Who Had an HSA in 2021 by Industry**

| Industry | Average |
|---|---------|
| Construction/Engineering | 88.9% |
| Durable and Non-Durable Goods Manufacturing | 79.9% |
| Financial | 88.7% |
| Healthcare | 84.6% |
| Insurance/Real Estate | 89.0% |
| Non-Profit Organization | 80.3% |
| Services | 87.7% |
| Technology or Telecommunications | 91.8% |
| Wholesale Distribution/Retail | 77.4% |
| Other | 96.4% |

*Other contains industries from table 2 not listed above due to small sample sizes.

Table 15 | **Percentage of Employees With an HSA Who Contributed to it in 2021**

| | Organization Size (Number of Total Employees) | | | | | All |
|-------------------------|---|--------|---------|-------------|---------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | |
| Percentage of Employees | 75.7% | 75.2% | 72.5% | 63.3% | 63.2% | 72.8% |

*Sample size too small to calculate.

Table 16 | **Percentage of Employees with an HSA Who Contributed to it in 2021 by Industry**

| Industry | Average |
|---|---------|
| Construction/Engineering | 75.2% |
| Durable and Non-Durable Goods Manufacturing | 64.8% |
| Financial | 81.8% |
| Healthcare | 76.3% |
| Insurance/Real Estate | 67.1% |
| Non-Profit Organization | 69.2% |
| Services | 72.2% |
| Technology or Telecommunications | 72.7% |
| Wholesale Distribution/Retail | 66.2% |
| Other | 84.2% |

*Other contains industries from table 2 not listed above due to small sample sizes.

Table 17 | Average Participant Contribution in 2021

| | Organization Size (Number of Total Employees) | | | | | |
|----------------------|---|---------|---------|-------------|---------|---------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Average Contribution | \$2,966 | \$2,470 | \$2,209 | \$1,856 | \$1,962 | \$2,483 |

Table 18 | Average HSA Balance in 2021

| | Organization Size (Number of Total Employees) | | | |
|-----------------|---|---------|---------|---------|
| | 1–49 | 50–999 | 1,000+ | All |
| Average Balance | \$7,125 | \$4,568 | \$3,197 | \$4,924 |

Table 19 | Percentage of Participants Who Spent Their Entire HSA Balance in 2021

| Percentage of Participants | Organization Size (Number of Total Employees) | | | | | |
|----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| 0–25% | 49.1% | 40.0% | 36.3% | 34.9% | 64.0% | 43.1% |
| 26–50% | 5.5% | 5.6% | 0.0% | 9.3% | 0.0% | 4.3% |
| 51–75% | 0.9% | 1.1% | 0.0% | 4.7% | 0.0% | 1.1% |
| 76–100% | 0.0% | 0.0% | 0.0% | 0.0% | 4.0% | 0.3% |
| Unknown | 44.5% | 53.3% | 63.8% | 51.2% | 32.0% | 51.1% |
| Total | 100.0% | 100.0% | 100.1% | 100.1% | 100.0% | 99.9% |

Table 20 | Percentage of Participants That Contributed the Maximum to the HSA in 2021

| Percentage of Participants | Coverage Level | | |
|----------------------------|-----------------|-----------------|----------|
| | Single Coverage | Family Coverage | Catchups |
| Less Than 5% | 53.9% | 48.9% | 63.3% |
| 5–9.9% | 12.8% | 10.5% | 10.1% |
| 10–14.9% | 9.2% | 10.1% | 5.1% |
| 15–19.9% | 4.3% | 3.6% | 1.3% |
| More Than 20% | 19.9% | 26.8% | 20.3% |
| Total | 100.1% | 99.9% | 100.1% |

Employer Contributions

Table 21 | Percentage of Organizations That Contribute to the HSA

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 65.9% | 73.6% | 81.4% | 83.9% | 86.7% | 75.6% |

Table 22 | Formula Used to Calculate the Organization's Contribution to the HSA

| Formula | Organization Size (Number of Total Employees) | | | | | |
|---|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Set Dollar Amount per Employee | 66.3% | 15.2% | 25.0% | 15.4% | 19.2% | 34.7% |
| Set Dollar Amount per Coverage Level | 31.4% | 30.9% | 69.8% | 80.8% | 73.1% | 60.2% |
| Match Employee's Contribution | 7.0% | 4.5% | 11.5% | 7.7% | 7.7% | 8.9% |
| Based on Wellness Program Participation | 0.0% | 1.1% | 8.3% | 1.9% | 11.5% | 4.0% |
| Other | 2.3% | 2.2% | 3.1% | 3.8% | 3.8% | 3.4% |

Table 23 | Timing of Employer Contributions to the HSA

| Timing | Organization Size (Number of Total Employees) | | | | | |
|---|---|--------|---------|-------------|---------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | All |
| Fully Front-Loaded (Made at the beginning of the year) | 16.1% | 15.7% | 29.2% | 28.8% | 28.0% | 22.3% |
| Partially Front-Loaded (Part of the contribution made at the beginning of year and additional amounts throughout.) | 3.4% | 5.6% | 5.2% | 7.7% | 8.0% | 5.4% |
| Semi-Annual (Equal portions twice a year.) | 9.2% | 2.2% | 11.5% | 3.8% | 0.0% | 6.6% |
| Quarterly | 6.9% | 6.7% | 12.5% | 3.8% | 12.0% | 8.3% |
| Monthly | 25.3% | 21.3% | 3.1% | 9.6% | 4.0% | 14.3% |
| Per-Pay-Period | 37.9% | 48.3% | 35.4% | 44.2% | 44.0% | 41.3% |
| Other | 1.1% | 0.0% | 3.1% | 1.9% | 4.0% | 1.7% |
| Total | 99.9% | 99.8% | 100.0% | 99.8% | 100.0% | 99.9% |

* Small sample size.

Table 24 | Amount Contributed Per Employee for Companies That Use a Per-Employee Formula

| Contribution Range | Organization Size (Number of Total Employees) | | | | | |
|--------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| \$1–\$500 | 8.6% | 18.8% | 33.3% | 40.0% | * | 23.2% |
| \$501–\$1,000 | 20.0% | 37.5% | 43.8% | 46.7% | * | 34.8% |
| \$1,001–\$1,250 | 12.9% | 6.3% | 10.4% | 0.0% | * | 8.2% |
| \$1,251–\$1,349 | 0.0% | 6.3% | 2.1% | 0.0% | * | 1.9% |
| \$1,350 or more | 58.6% | 31.3% | 10.4% | 13.3% | * | 31.9% |
| Total | 100.1% | 100.2% | 100.0% | 100.0% | * | 100.0% |

* Sample size too small to calculate.

Table 25 | Single Coverage Contribution Range for Companies That Contribute a Set Amount per Coverage Level

| Contribution Range | Organization Size (Number of Total Employees) | | | | | |
|--------------------|---|--------|---------|-------------|---------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | All |
| \$1–\$250 | 5.9% | 17.5% | 11.8% | 6.8% | 15.0% | 11.8% |
| \$251–\$500 | 2.9% | 12.7% | 36.8% | 56.8% | 55.0% | 30.8% |
| \$501–\$750 | 11.8% | 14.3% | 22.4% | 15.9% | 15.0% | 16.9% |
| \$751–\$1,000 | 14.7% | 12.7% | 11.8% | 11.4% | 10.0% | 12.2% |
| \$1,001–\$1,349 | 0.0% | 11.1% | 6.6% | 4.5% | 5.0% | 6.3% |
| \$1,350 or more | 64.7% | 31.7% | 10.5% | 4.5% | 0.0% | 21.9% |
| Total | 100.0% | 100.0% | 99.9% | 99.9% | 100.0% | 99.9% |

* Small sample size.

Table 26 | Contribution Range for Coverage Other Than Single

| Contribution Range | Organization Size (Number of Total Employees) | | | | | |
|--------------------|---|--------|---------|-------------|---------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | All |
| \$1–\$500 | 3.1% | 13.8% | 14.9% | 14.0% | 19.0% | 13.2% |
| \$501–\$1,000 | 12.5% | 12.1% | 35.1% | 48.8% | 57.1% | 30.7% |
| \$1,001–\$1,500 | 21.9% | 15.5% | 20.3% | 20.9% | 9.5% | 18.4% |
| \$1,501–\$2,000 | 3.1% | 22.4% | 14.9% | 7.0% | 9.5% | 13.2% |
| \$2,001–\$2,500 | 0.0% | 6.9% | 8.1% | 4.7% | 4.8% | 5.7% |
| \$2,501–\$2,699 | 3.1% | 1.7% | 2.7% | 0.0% | 0.0% | 1.8% |
| \$2,700 or More | 56.3% | 27.6% | 4.1% | 4.7% | 0.0% | 17.1% |
| Total | 100.0% | 100.0% | 100.1% | 100.1% | 99.9% | 100.1% |

* Small sample size.

Table 27 | Maximum Match Amount for Companies that Match Contributions

| Match Maximum | Percentage of Plans |
|--|---------------------|
| Maximum Dollar Amount Based on Coverage Type | 54.0% |
| Maximum Dollar Amount Based on Salary | 14.0% |
| Match All Contributions to the IRS Maximum | 32.0% |

Table 28 | Organizations Implementing Planned Contribution Changes for 2022

| Change | Organization Size (Number of Total Employees) | | | | | |
|-------------------------|---|--------|---------|-------------|---------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | All |
| No Changes | 79.7% | 85.0% | 86.3% | 90.0% | 91.3% | 85.1% |
| Decreasing Contribution | 1.3% | 3.8% | 1.4% | 5.0% | 4.3% | 2.7% |
| Increasing Contribution | 19.0% | 11.3% | 12.3% | 5.0% | 4.3% | 12.2% |
| Total | 100.0% | 100.1% | 100.0% | 100.0% | 99.9% | 100.0% |

* Small sample size.

Table 29 | Organizations That Anticipating Increasing Contributions in 2023 if Rates Go Up

| Change | Organization Size (Number of Total Employees) | | | | | |
|--------|---|--------|---------|-------------|---------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | All |
| No | 49.4% | 54.1% | 47.3% | 57.1% | 66.7% | 52.6% |
| Yes | 16.9% | 7.1% | 10.8% | 9.5% | 4.2% | 10.7% |
| Unsure | 33.7% | 38.8% | 41.9% | 33.3% | 29.2% | 36.7% |
| Total | 100.0% | 100.0% | 100.0% | 99.9% | 100.1% | 100.0% |

* Small sample size.

Investments

Table 30 | **Percentage of Organizations That Offer Investment Options for HSA Contributions (Beyond a Cash Equivalent)**

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 44.7% | 57.9% | 69.0% | 78.3% | 80.0% | 61.0% |

Table 31 | **Average Percentage of Participants Who Invested, and Percentage of Assets Invested**

| Average | Organization Size (Number of Total Employees) | | | | | |
|--|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Participants Who Invested Assets | 35.0% | 14.8% | 26.0% | 7.5% | * | 21.5% |
| Percentage of Assets Invested in Something Other Than Cash | 37.3% | 19.8% | * | * | * | 27.0% |

*Sample size too small to calculate.

Table 32 | **Party Who Determined the Investment Options**

| Party | Organization Size (Number of Total Employees) | | | | | |
|----------------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| HSA Provider | 86.0% | 95.7% | 92.4% | 100.0% | 91.7% | 93.1% |
| Plan Sponsor | 1.8% | 1.4% | 1.3% | 0.0% | 8.3% | 1.8% |
| Investment Advisor | 1.8% | 1.4% | 1.3% | 0.0% | 0.0% | 1.1% |
| Retirement Plan Advisor | 5.3% | 0.0% | 2.5% | 0.0% | 0.0% | 1.8% |
| Benefits Broker/Consultant | 1.8% | 1.4% | 1.3% | 0.0% | 0.0% | 1.1% |
| Other | 3.5% | 0.0% | 1.3% | 0.0% | 0.0% | 1.1% |
| Total | 100.2% | 99.9% | 100.1% | 100.0% | 100.0% | 100.0% |

Table 33 | Minimum Balance Requirements Before Participants Can Invest Assets

| Minimum | Organization Size (Number of Total Employees) | | | | | |
|---------------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Minimum Less Than \$1,000 | 1.7% | 4.4% | 7.7% | 12.8% | 4.3% | 6.2% |
| Minimum of \$1,000 | 39.7% | 47.1% | 47.4% | 51.1% | 69.6% | 48.2% |
| Minimum More Than \$1,000 | 24.1% | 39.7% | 39.7% | 23.4% | 21.7% | 32.1% |
| None | 34.5% | 8.8% | 5.1% | 12.8% | 4.3% | 13.5% |
| Total | 100.0% | 100.0% | 99.9% | 100.1% | 99.9% | 100.0% |

* Small sample size.

Table 34 | Types of Investment Options Offered

| Investment Type | Organization Size (Number of Total Employees) | | | | | |
|-------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Mutual Funds | 83.0% | 93.8% | 94.3% | 95.2% | 95.2% | 92.0% |
| Self-directed Brokerage | 49.1% | 39.1% | 28.6% | 42.9% | 47.6% | 39.6% |
| CDs | 17.0% | 9.4% | 4.3% | 4.8% | 0.0% | 8.0% |
| ETFs | 26.4% | 25.0% | 8.6% | 9.5% | 19.0% | 17.6% |

Table 35 | Percentage of Organizations That Mirror Their HSA Investment Lineup with the 401(k) Investment Lineup

| HSA Funds Mirror 401(k) Funds | Organization Size (Number of Total Employees) | | | | | |
|-------------------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| All Funds Are the Same | 3.6% | 0.0% | 4.1% | 0.0% | 4.2% | 2.3% |
| Some Funds Are the Same | 5.5% | 2.9% | 5.5% | 4.3% | 12.5% | 5.3% |
| No, but It Is a Goal | 1.8% | 4.4% | 1.4% | 4.3% | 4.2% | 3.0% |
| No, and It Is Not a Goal | 89.1% | 92.6% | 89.0% | 91.3% | 79.2% | 89.5% |
| Total | 100.0% | 99.9% | 100.0% | 99.9% | 100.1% | 100.1% |

Education

Table 36 | Timing of HSA Education

| Timing | Organization Size (Number of Total Employees) | | | | | |
|---|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Primarily at Open Enrollment | 69.0% | 66.9% | 62.7% | 42.6% | 29.6% | 61.0% |
| Primarily at Open Enrollment and at Other Times Throughout the Year | 10.9% | 19.0% | 21.2% | 36.1% | 40.7% | 20.8% |
| Primarily at Open Enrollment, With On-Demand Education Available | 14.0% | 8.3% | 6.8% | 11.5% | 25.9% | 11.0% |
| Multiple Times Throughout the Year | 5.4% | 5.0% | 7.6% | 9.8% | 0.0% | 6.1% |
| Other | 0.8% | 0.8% | 1.7% | 0.0% | 3.7% | 1.1% |
| Total | 100.1% | 100.0% | 100.0% | 100.0% | 99.9% | 100.0% |

*Small sample size.

Table 37 | Resources Used to Educate Employees About the HSA

| Resource | Organization Size (Number of Total Employees) | | | | | |
|----------------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| HSA “How-to” Guide | 50.4% | 53.8% | 53.0% | 55.0% | 64.3% | 53.5% |
| Written Materials Only | 23.6% | 23.1% | 26.1% | 28.3% | 25.0% | 24.8% |
| Flyers | 31.5% | 54.7% | 69.6% | 70.0% | 60.7% | 54.4% |
| Mobile Technology | 7.9% | 6.8% | 14.8% | 16.7% | 35.7% | 12.3% |
| Online Calculators/Digital Tools | 11.0% | 12.8% | 16.5% | 21.7% | 42.9% | 16.3% |
| Videos | 6.3% | 16.2% | 23.5% | 25.0% | 50.0% | 18.6% |
| Webinars | 9.4% | 16.2% | 27.8% | 43.3% | 53.6% | 23.3% |
| Group Presentations | 31.5% | 42.7% | 40.0% | 36.7% | 28.6% | 37.1% |
| Other | 12.6% | 6.0% | 4.3% | 8.3% | 7.1% | 7.8% |

Table 38 | HSA Topics Targeted With Education

| Topic | Organization Size (Number of Total Employees) | | | | | |
|---|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Contribution Limits | 48.8% | 53.8% | 53.1% | 55.7% | 71.4% | 53.6% |
| Choosing Between HSA and 401(k)/403(b) Plan Contributions | 10.4% | 10.1% | 7.1% | 11.5% | 10.7% | 9.6% |
| Spending Down the FSA Before the HSA | 1.6% | 4.2% | 9.7% | 9.8% | 10.7% | 6.1% |
| Understanding the Tax Benefits of the HSA | 52.0% | 70.6% | 65.5% | 72.1% | 89.3% | 65.5% |
| Investing HSA Assets | 14.4% | 19.3% | 25.7% | 32.8% | 42.9% | 22.9% |
| Medicare Impact on HSA Contributions | 6.4% | 9.2% | 15.0% | 18.0% | 39.3% | 13.0% |
| HSA-Eligible Health Care Plan | 31.2% | 45.4% | 45.1% | 42.6% | 53.6% | 41.5% |
| “Shoeboxing” (Paying expenses out-of-pocket and saving receipts for reimbursement later.) | 6.4% | 9.2% | 16.8% | 9.8% | 7.1% | 10.3% |
| Saving HSA Funds for Retirement | 22.4% | 36.1% | 38.1% | 42.6% | 50.0% | 34.5% |
| None | 31.2% | 15.1% | 16.8% | 16.4% | 3.6% | 19.5% |
| Other | 0.0% | 0.0% | 0.9% | 0.0% | 0.0% | 0.2% |

Table 39 | Primary and Secondary HSA Education Goals

| Goal | Goal Priority | |
|---|---------------|----------------|
| | Primary Goal | Secondary Goal |
| Contribution Limits | 19.1% | 15.9% |
| Choosing Between HSA and 401(k)/403(b) Plan Contributions | 2.9% | 5.1% |
| Spending Down the FSA Before the HSA | 1.0% | 1.6% |
| Understanding the Tax Benefits of the HSA | 54.8% | 23.6% |
| Investing HSA Assets | 4.8% | 15.3% |
| Medicare Impact on HSA Contributions | 1.6% | 5.1% |
| HSA-Eligible Health Care Plan | 12.7% | 21.3% |
| “Shoeboxing” (Paying expenses out-of-pocket and saving receipts for reimbursement later.) | 3.2% | 8.9% |
| Other | 0.0% | 3.2% |

Table 40 | Medicare and HSA Education Topics Covered

| Medicare Topic | All |
|---|-------|
| Eligibility to Contribute to an HSA Once Social Security Benefits Start | 83.0% |
| Impact of Spouse Enrolling in Medicare on Ability to Make HSA Contributions | 34.0% |
| How an HSA Can Provide Tax-Free Income in Retirement | 83.0% |
| Other | 0.0% |

Table 41 | Percentage of Organizations That Use a Default or Otherwise Suggest a Savings Amount to Employees During Annual Enrollment

| | Organization Size (Number of Total Employees) | | | | | All |
|-----------------------------|---|--------|---------|-------------|--------|------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | |
| Percentage of Organizations | 11.6% | 11.6% | 5.2% | 8.2% | 10.0% | 9.4% |

Table 42 | Percentage of Organizations That Encourage or Offer Additional Education to Employees Who Do Not Contribute to the HSA or Only Contribute a Nominal Amount

| | Organization Size (Number of Total Employees) | | | | | All |
|-----------------------------|---|--------|---------|-------------|--------|------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | |
| Percentage of Organizations | 1.6% | 1.6% | 4.3% | 4.9% | 10.0% | 3.3% |

Table 43 | Percentage of Organizations That Position the HSA as Part of a Retirement Savings Strategy

| HSA as Retirement Strategy | Organization Size (Number of Total Employees) | | | | | All |
|----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | |
| Yes | 24.0% | 25.4% | 28.1% | 25.0% | 50.0% | 27.2% |
| No | 69.6% | 66.1% | 60.4% | 60.4% | 42.9% | 63.6% |
| Not Yet, But Planning To | 6.4% | 8.5% | 11.5% | 14.6% | 7.1% | 9.2% |

Program Administration

Table 44 | Percentage of Organizations That Allow Rollovers From Health Savings Accounts for Newly Hired Participants

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 52.0% | 55.9% | 57.4% | 63.9% | 70.0% | 57.2% |

Table 45 | Percentage of Organizations That Educate/Encourage Rollovers from Other Health Savings Accounts

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 73.3% | 58.8% | 68.4% | 43.8% | 52.9% | 61.9% |

Table 46 | Types of Fees Associated With the HSA

| Type of Fees | Organization Size (Number of Total Employees) | | | | | |
|----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Maintenance/Administrative | 60.5% | 66.4% | 68.5% | 69.6% | 53.3% | 64.8% |
| Investment | 7.3% | 14.3% | 16.2% | 21.4% | 33.3% | 15.0% |
| None | 37.1% | 27.7% | 25.2% | 23.2% | 40.0% | 30.0% |
| Other | 0.0% | 0.8% | 0.9% | 1.8% | 0.0% | 0.7% |

Table 47 | Type of Investment Management Fee

| Fee Type | All Organizations |
|--------------------|-------------------|
| A Per-Account Fee | 46.7% |
| An Asset-Based Fee | 48.3% |
| Other | 5.0% |
| Total | 100.0% |

Note: Nearly half of plans have a cap on the asset management fee assessed (44.5%).

Table 48 | Payer of HSA Maintenance Fees

| Payer of Fees | Organization Size (Number of Total Employees) | | | | | |
|--|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Employer — Active Employees Only | 42.7% | 44.9% | 67.9% | 68.3% | * | 55.4% |
| Employer — Active and Terminated Employees | 8.0% | 3.8% | 2.6% | 2.4% | * | 4.2% |
| Shared Between Employer and Participant | 2.7% | 2.6% | 2.6% | 0.0% | * | 2.1% |
| Participant | 45.3% | 48.7% | 26.9% | 26.8% | * | 37.6% |
| Other | 1.3% | 0.0% | 0.0% | 2.4% | * | 0.7% |
| Total | 100.0% | 100.0% | 100.0% | 99.9% | * | 100.0% |

* Small sample size too small to calculate.

Table 49 | Frequency HSA Maintenance Fee Is Assessed

| Frequency | All Organizations |
|-----------|-------------------|
| Monthly | 92.8% |
| Annually | 7.2% |
| Total | 100.0% |

Table 50 | Monthly Cost Per Participant to Administer the HSA Plan

| Monthly Cost | All Organizations |
|--------------|-------------------|
| Average | \$4.61 |
| Median | \$2.50 |

Table 51 | Resources Used in the Development of the HSA Program

| Resource | Organization Size (Number of Total Employees) | | | | | All |
|----------------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | |
| Benefits Broker/Consultant | 76.9% | 90.7% | 95.6% | 96.7% | 96.4% | 89.3% |
| Lawyer | 0.0% | 0.9% | 1.8% | 0.0% | 0.0% | 0.7% |
| Retirement Advisor | 8.3% | 1.9% | 0.9% | 1.6% | 3.6% | 3.5% |
| CPA | 5.8% | 0.0% | 0.0% | 0.0% | 0.0% | 1.6% |
| Other | 9.1% | 6.5% | 1.8% | 1.6% | 0.0% | 4.9% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

Table 52 | HSA Features Most Important in Vendor Selection

| Feature | Importance | | |
|-----------------------------------|----------------|--------------------|--------------------|
| | Most Important | 2nd Most Important | 3rd Most Important |
| 24/7 Customer Service | 23.1% | 11.4% | 14.4% |
| Mobile App | 3.5% | 8.8% | 16.0% |
| Online Calculators | 0.5% | 2.4% | 5.6% |
| Simple Bill Payment | 10.1% | 18.6% | 15.7% |
| Educational Materials | 4.3% | 12.0% | 9.3% |
| Employee Engagement/Communication | 15.4% | 20.2% | 18.6% |
| Debit Card | 35.9% | 25.8% | 16.0% |
| Other | 7.2% | 0.8% | 4.5% |

Table 53 | HSA Provider Types

| Provider Type | Organization Size (Number of Total Employees) | | | | | All |
|-------------------|---|--------|---------|-------------|--------|--------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | |
| Bank | 62.9% | 61.5% | 53.4% | 49.2% | 51.7% | 57.6% |
| Credit Union | 0.8% | 0.0% | 0.8% | 3.3% | 0.0% | 0.9% |
| HSA Administrator | 31.8% | 36.9% | 43.2% | 37.7% | 48.3% | 37.9% |
| Investment Firm | 3.0% | 0.0% | 0.8% | 4.9% | 0.0% | 1.7% |
| Non-Bank Trustee | 1.5% | 0.8% | 1.7% | 3.3% | 0.0% | 1.5% |
| Other | 0.0% | 0.8% | 0.0% | 1.6% | 0.0% | 0.4% |
| Total | 100.0% | 100.0% | 99.9% | 100.0% | 100.0% | 100.0% |

Table 54 | **Percentage of Organizations That Offer Pre-Tax Payroll Deductions of HSA Contributions Through the Cafeteria Plan**

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 69.5% | 87.5% | 95.7% | 90.2% | 86.2% | 84.8% |

Table 55 | **Percentage of Organizations That Automatically Enroll Employees in the HSA if They Enroll in the HSA-Qualifying Health Option**

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 52.3% | 39.7% | 40.9% | 31.1% | 25.0% | 41.5% |

Table 56 | **Percentage of Organizations That Reward Employees for Health and Wellness Program Participation**

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|--------|-------|
| | 1–49 | 50–199 | 200–999 | 1,000–4,999 | 5,000+ | All |
| Percentage of Organizations | 14.0% | 28.6% | 51.3% | 42.6% | 50.0% | 33.6% |

Table 57 | **Percentage of Organizations That Reward Health and Wellness Participation That Do So With a Contribution to the HSA**

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|---------|-------|
| | 1–49* | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | All |
| Percentage of Organizations | 11.8% | 14.7% | 26.7% | 16.0% | 46.7% | 22.5% |

* Small sample size.

Table 58 | Percentage of Organizations That Reward Employees for Financial Wellness Program Participation

| | Organization Size (Number of Total Employees) | | | | | |
|-----------------------------|---|--------|---------|-------------|---------|------|
| | 1–49* | 50–199 | 200–999 | 1,000–4,999 | 5,000+* | All |
| Percentage of Organizations | 1.5% | 5.2% | 5.1% | 4.9% | 3.6% | 4.0% |

* Small sample size.

Table 59 | Primary and Secondary HSA Concerns

| Concern | Ranking | |
|------------------------------|---------|-----------|
| | Primary | Secondary |
| Difficulty of Administration | 11.7% | 15.6% |
| Compliance | 13.7% | 16.8% |
| Employee Education | 51.4% | 18.3% |
| Employee Funding Resources | 6.6% | 13.5% |
| Investment Options | 4.6% | 9.0% |
| Fiduciary Liability | 5.4% | 9.3% |
| Medicare Eligibility | 5.4% | 13.8% |
| Other | 1.1% | 3.6% |
| Total | 99.9% | 99.9% |

Survey Questionnaire

Following is the nine-page questionnaire used to collect data for PSCA's 2022 *HSA Survey*. The questionnaire was distributed online only.

PSCA's 2022 Health Savings Account Survey

1. Did you offer a Health Savings Account (HSA)—qualifying health option to employees in 2020?
Yes No
 - a) If not, did you offer one for 2021?
Yes (skip to end of survey) No (Skip to end of survey)
 - b) If yes, for how many years have you offered an HSA?
Less than 2 years
2-5 years
6-10 years
More than 10 years
2. Do you have health plan options other than the HSA-qualifying health option?
Yes No
 - a) If yes, which health option has the highest take up rate?
The HSA-qualifying health option
The other health option(s)
The take up rates are about the same
Unsure
 - b) Have you seen an increase in participation in the HDHP over time (a move from other health plans to the HDHP and HSA)?
3. Do you offer any of these individual health account options other than HSAs? Check all that apply.
Flexible Spending Account (FSA) - General
Flexible Spending Account (FSA) - Limited
Health Reimbursement Arrangement
None
Other

Contributions

4. Do you provide an employer contribution to employees' health savings account?
Yes No (skip to question 5)
 - a) If yes, how do you determine the employer contribution amount? Check all that apply.
Set dollar amount per employee
Set dollar amount per HDHP coverage level (i.e., single, family, etc.)
Match of employee's contribution
Based on health and wellness or financial wellness program participation
Other (please specify): _____

b) When are contributions made:

Fully front-loaded — once a year at beginning of year.

Partially Front-loaded — Part of contribution at beginning of year and then additional amounts throughout the year.

Semi-annual (equal portions twice a year)

Quarterly

Monthly

Per-pay-period

Other: _____

c) If you contribute a set dollar amount per employee, what is the range of contribution on an annual basis:

\$1 – \$500

\$501 – \$1,000

\$1,001 – \$1,250

\$1,250 – \$1,349

\$1,350 or more

N/A

d) If you contribute a set dollar amount per coverage level what is the range of contribution for single coverage or an annual basis?

\$1 – \$250

\$251 – \$500

\$501 – \$750

\$751 – \$1,000

\$1,001 – \$1,349

\$1,350 or more

N/A

e) If you contribute a set annual dollar amount per coverage level what is the range of contribution for a tier of coverage *other than single*?

\$1 – \$500

\$501 – \$1,000

\$1,001 – \$1,500

\$1,501 – \$2,000

\$2,001 – \$2,500

\$2,501 – \$2,699

\$2,700 or more

N/A

f) If you match employee contributions, what is the range of the match?

1 – 25 cents per dollar

26 – 50 cents per dollar

51 – 1.00 per dollar

More than dollar per dollar

g) If you match employee contributions, is there a maximum match amount?

Match up to a maximum dollar amount based on salary

Match up to a maximum dollar amount based on coverage type

We match all contributions up to the IRS maximum

h) Did you make any changes to the employer contribution in 2020 as a result of the COVID-19 Pandemic?

Yes, reduced it.

Yes, suspended it.

Yes, increased it.

No

i) Have you made or do you plan on making any changes to the employer contribution for 2021?

Yes, increasing it.

Yes, decreasing it.

No.

Unsure.

j) Do you anticipate increasing the employer contribution if the premium rates go up?

Yes

No

Unsure.

5. What percentage of employees enrolled in the HSA-eligible option(s) contributed the maximum to the HSA in 2019 (employee and/or employer contributions, combined)?

Single Coverage

Family Coverage

Catch-ups

Less than 5 percent

5–9.9 percent

10–14.9 percent

15–19.9 percent

20 percent or more

Unsure

Investments

6. Are investment options, other than cash-equivalent or a checking account, offered?

Yes

No

a) If yes, who determined the investment options that would be offered in the HSA?

HSA Provider

Plan Sponsor

Investment Advisor

Other: _____

b) If yes, is a minimum balance in the cash-equivalent account required before you can use other investment options?

Yes, a minimum less than \$1,000

Yes, a minimum of \$1,000

Yes, a minimum of more than \$1,000

No, there is not a minimum balance required.

- c) If yes, what are your investment options, check all that apply:
- Mutual Funds
 - Self-directed Brokerage
 - CDs
 - Other
- d) What percentage of participants chose something other than money market/cash equivalent funds? If unknown, please indicate so. _____%
- e) Do you attempt to mirror your HSA investments to your 401(k) investment lineup?
- Yes, all the funds the same.
 - Yes, some are the same.
 - Not currently, but this is a goal.
 - No and this is not a goal.
- If this is a goal, but you are not currently able to, what are the barriers? _____
- f.) Excluding asset management fees, are participants charged a fee for investment management separate from the HSA maintenance fee?
- Yes No

Plan Administration

7. Do you solicit rollovers from Health Savings Accounts for newly hired participants?
- Yes No
8. What types of fees are associated with your HSAs (check all that apply):
- None
 - Investment Management
 - Maintenance/Administrative fees
- a. Does your company pay the account **maintenance/administrative** fees of the HSAs for employees?
- Yes, for active employees only.
 - Yes, for active and terminated employees.
 - Shared cost between company and employee.
 - No, it is paid by participants.
 - Other: _____
- b. Is the **maintenance/administrative** fee assessed monthly or annually and what is the average cost per participant?
- | | Yes/No | Amount |
|-----------|--------|--------|
| Monthly | _____ | _____ |
| Annually: | _____ | _____ |
- c. Is the **Investment Management** fee:
- A per account fee
 - An asset-based fee
 - Other: _____

d. Is there a cap/limit to the **investment management** fee assessed?

Yes No

9. What resources did you use for the development of your HSA plan?

Benefits broker/Consultant

Retirement Advisor

CPA

Lawyer

Other: _____

10. Is your HSA Provider a:

Bank

Credit Union

Investment Firm

Non-bank Trustee

HSA Administrator

Other: _____

11. Do you offer pre-tax HSA contributions through your cafeteria plan?

Yes No

12. Similar to automatic enrollment in a 401(k) or 403(b) plan, do you automatically enroll employees in the HSA if they enroll in the HSA-qualifying health option?

Yes No

13. Please rank your top two HSA concerns:

Difficulty of administration

Compliance

Employee Education

Employee Funding Resources (Or Employee Engagement)

Investment Options

Fiduciary liability

Medicare Eligibility

Other: _____

14. How do you determine if your employees are enrolled in Medicare (and therefore not eligible to contribute to the HSA)?

Self-reporting

Pre-qualifying question at open enrollment

Other: _____

Unsure

15. What were the top 3 features you wanted when you selected your HSA vendor?

24/7 Customer service

Mobile app

Online calculators

Simple bill payment

Employee Education and Engagement

Debit card

Other _____

16. Do you currently reward your employees for health and wellness program participation?

Yes No

If yes, are rewards contributed to the HSAs account?

Yes No

17. Do you currently reward your employees for financial wellness program participation ((e.g. completing an HSA course)

Yes No

If yes, are rewards contributed to the HSAs account?

Yes No

Education

18. How often do you educate employees about the HSA?

Primarily at open enrollment

Multiple times throughout the year

At open enrollment and at other times throughout the year

Primarily at open enrollment, with on-demand education available online

Other

19. Which of the following resources or communication options do you use to educate employees about the HSA?
Check all that apply.

HSA "how-to" Guide

Written materials only

Flyers

Presentations

Mobile Technology

Online Calculators/Digital Tools

Videos

Webinars

Group Presentations

Other (please specify): _____

20. What topics are you targeting with your HSA education outreach? Check all that apply.

Contribution Limits

Choosing between contributing to the HSA vs. the 401(k)/403(b) plan

Spending down the FSA before the HSA

Understanding the tax benefits of the HSA

Investing HSA Assets

Medicare Impact on HSA contributions

HSA-Eligible Health Care Plan

“Shoeboxing” – paying expenses out-of-pocket and saving receipts for reimbursement later.

Saving HSA Funds for Retirement

Rollovers from previous HSA

None – we do not have a specific HSA education program.

Other (please specify): _____

a) If you educate about the HSA, which of the above are your top two goals (please rank 1 and 2)?

____ Contribution Limits

____ Choosing between contributing to the HSA vs. the 401(k)/403(b) plan

____ Spending down the FSA before the HSA

____ Understanding the tax benefits of the HSA

____ Investing HSA Assets

____ Medicare impact on HSA contributions

____ HSA-eligible Health Care Plan

____ “Shoeboxing” – paying expenses out-of-pocket and saving receipts for reimbursement later.

____ Other (please specify): _____

b) If you educate about Medicare and HSAs, what topics do you cover?

Eligibility to contribute to an HSA once Social Security benefits start

Impact of spouse enrolling in Medicare on ability to make HSA contributions

How an HSA can provide tax-free income in retirement (no time limit on reimbursements)

Other: _____

21. Do you currently position the HSA as part of a participant’s retirement savings strategy?

Yes

No

No, but planning to do so in 2022.

22. During annual enrollment, do you use a default or otherwise suggest an amount that employees should contribute to their HSA?

Yes

No

If yes, what amount is defaulted/suggested:

Single coverage: _____

Family coverage: _____

23. Does your organization take additional action for employees who do not contribute to the HSA or only contribute a nominal amount?

Yes No

If yes, what actions do you take? Check all that apply.

Follow-up communication

Follow-up education

Re-solicit for mid-year enrollment

Other: _____

Demographics and Participation

1. Please select the category that most closely matches the industry of your company

Construction

Durable Goods Manufacturing

Engineering

Financial

Healthcare

Insurance/Real Estate

Non-Durable Goods Manufacturing

Non-Profit Organization

Retail Trade

Services

Technology/Telecommunications

Transportation

Tribal

Utility/Energy

Wholesale Distribution

Other

2. How many total active U.S. workers did your company employ as of December 31, 2021? _____

3. How many employees could have selected an HSA-qualifying health option in 2021 (answer should be equal to or less than your answer to question 2)? _____

4. How many employees enrolled in an HSA-qualifying health option (were eligible for an HSA) in 2021 (answer should be equal to or less than your answer to question 3) and how many enrolled in another health option? If you don't know the number by coverage level, just enter the total.

Total employees choosing HSA-qualifying health option: _____

Single Coverage: _____

Family Coverage: _____

Total employees enrolling in a health plan other than the HSA-qualifying health plan _____

5. How many eligible employees opened/had an HSA in 2021 (answer should be equal to or less than the total number eligible in listed in question 4)? _____

6. How many employees contributed to their HSA in 2021 (answer should be equal to or less than your answer to question 5)? _____

7. What was the total HSA balance for all employees as of December 31, 2021? If unknown, please indicate.

Total HSA assets: \$ _____

How much of the total HSA assets are in cash? \$ _____

How much of the total HSA assets are invested in something other than cash? \$ _____

8. What was the total amount contributed to HSAs by all employees in 2021? If unknown, please indicate.
\$ _____
9. What percentage of your employees had a zero balance in their HSA as of December 31, 2021 (used their entire HSA balance in 2021)?
- | | | | | |
|---------|----------|----------|-----------|---------|
| 0 – 25% | 26 – 50% | 51 – 75% | 76 – 100% | Unknown |
|---------|----------|----------|-----------|---------|

Please share any additional thoughts, insights, and/or questions regarding HSAs.

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