

# MetLife's HS&SA Solutions

MetLife is pleased to offer group customers a health savings & spending account solution that offers valuable tax advantages, robust features and an integrated customer experience. Brokers may earn compensation for providing their clients with product education and engaging them on the benefits and savings available to them and their employees.

## Health Savings Accounts (HSA)

- **One-Time Balance Transfer Payment** (*applicable only for HSA Asset Transfer*)—0.50% times the initial total cash deposits across all HSA accounts.\*
- **One-Time Account Payment** – \$5.00 per HSA Account\*
- **Monthly Ongoing Payment** – \$0.50 per Participant per Month (PPPM)

*\*Where a trustee to trustee transfer with current custodian/employer is completed*

## Spending Accounts

*Health Flexible Spending Account (FSA), Dependent Care, Flexible Spending Account (DC-FSA), Limited Purpose, Flexible Spending Account (LP-FSA) or Commuter Benefits*

- **One-Time Account Payment** – \$2.50 per Spending Account
- **Monthly Ongoing Payment** – \$0.25 per Participant per Month (PPPM)

### FOR ILLUSTRATIVE PURPOSES ONLY

#### *If customer offers MetLife HSA*

An employer is offering their employees an HSA and they are looking to move their existing business to MetLife. They currently have 1,000 HSA accountholders with a total cash balance of \$2,100,000. As of the date that is 120 days after the plan effective date, 900 existing accountholders with a total cash balance of \$1,890,000 have been received and recorded by MetLife during the one-time transfer process.

- **One-Time Balance Transfer Payment:** \$1,890,000 in total cash deposits x 0.50% = \$9,450
- **One-Time Account Payment:** 900 accounts x \$5.00 per HSA account = \$4,500
- **Monthly Ongoing Payment:** 900 accounts\* x \$0.50 per Participant per Month = \$450 per month or \$5,400 annually

**Total First Year Compensation based on above example** = \$9,450 + \$4,500 + \$5,400 = \$19,350

*\*Please note the actual number of participants may vary month-to-month and the above is for illustration only.*

### ***If customer offers MetLife FSA, DC-FSA and Commuter Benefits***

An employer is looking for a new FSA, DC-FSA and Commuter Benefits provider and decides to offer their employees the MetLife HS&SA Solution. For their current plan year, they have **900** enrolled in the FSA, **400** in the DC-FSA and **200** in Commuter Benefits for a total of 1,500 accounts.

- **One-Time Account Payment:** 1,500 accounts x \$2.50 per account = \$3,750
- **Monthly Ongoing Payment:** 1,500\* accounts x \$.25 per Participant per Month = \$375 per month or \$4,500 annually

**Total First Year Compensation based on above example = \$3,750 + \$4,500 = \$8,250**

*\*Please note the actual number of participants may vary month-to-month and the above is for illustration only.*

### **Please note the following:**

- The One-Time Balance Transfer Payment for HSAs is based on the initial total cash asset transfer received from the client's prior HSA custodian only. The initial total cash asset amount is calculated as the assets received and recorded by MetLife from the client's prior custodian within 120 days of the plan effective date and payment will be paid within the next compensation period.
- The One-Time Account Payment will be paid for both HSA and non-HSA accounts. This payment for HSAs will be calculated based on the number of accounts brought over to MetLife from the employer's prior provider during the one-time transfer process and within 120 days after the plan effective date. For non-HSA accounts this payment will be calculated based on the number of accounts currently enrolled in from the current plan year. This component will be paid on the first of the month after the end of the applicable period.
- The Ongoing Monthly Compensation will be calculated based on the PPPM Service Fee. This component will be paid on the first of the month after MetLife receives and processes the monthly PPPM service fee.
- No minimum number of accounts is required to be eligible for compensation.
- Two or more brokers may split compensation on a given case with written permission from the customer.
- MetLife reserves the right to change the compensation structure and calculation.

**Contact your MetLife representative today.**



*Navigating Life Together.*

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