

Administrative Fee Schedule for HealthEquity®

Setup and Renewal Fees

	Fewer than 500 Employees	500–1,000 Employees	More than 1,000 Employees
HSA Setup Fee	No Charge	No Charge	No Charge
HRA Setup Fee (Per HRA Plan Design)	\$250	\$500	\$1,000
FSA Setup Fee (For Any Combination of FSAs)	\$250	\$500	\$1,000
HRA Renewal Fee (Per HRA Plan Design)	\$250	\$500	\$1,000
FSA Renewal Fee (For Any Combination of FSAs)	\$250	\$500	\$1,000

Monthly Fees

HSA Monthly Fee	\$2.75 per employee
HRA Monthly Fee	\$3.95 per employee
FSA Monthly Fee	\$3.95 per employee
HSA and FSA Monthly Fees	\$2.75 per employee for HSA; \$1.95 per employee for any combination of FSAs
HRA and FSA Monthly Fees	\$3.95 per employee for any combination of HRAs and FSAs

Please note:

- For self-insured accounts, HealthEquity fees will be included in your monthly bill from Blue Cross Blue Shield of Massachusetts. Fully insured accounts will be billed directly by HealthEquity.
- If an LPFSA and a DCFSA are both offered with an HSA, the monthly fees are \$2.75 per member for the HSA and \$1.95 per member in total, not per account.
- The HRA/FSA setup and renewal fees are based on the number of employees who enroll in each plan type, as shown in the table. If there are multiple HRA plan designs offered, the setup and renewal fees apply to each HRA plan design. If there are multiple FSA account types offered (e.g., Medical FSA, LPFSA, DCFSA), the setup and renewal fees are charged only once.

continued

HSA Account Holder Fees

Debit Cards	Up to 3 Free
Additional Debit Cards (per card)	\$5
Debit Card and Online Transactions	Free
Electronic Statement	Free
Paper Statement (monthly fee is automatically charged unless an account holder opts for electronic statements)	\$1
Reimburse Yourself by Check	\$2
Stop Payment (per request)	\$20
Overdraft (per transaction)	\$20
Deposit Return (per transaction)	\$20
Close Account	\$25

Starting 1/1/2020, HSA balances that exceed \$1,000 can be invested.
(Prior to this date, the minimum threshold to invest is \$2,000.)

HRA/FSA Account Holder Fees

Debit Card	Up to 3 Free
Additional Debit Cards	\$5 each
Debit Card Transactions	Free
Reimburse Yourself Online	Free
Reimburse Yourself by Check	\$2
Pay the Provider Online	Free
Stop Payment (per request)	\$20

