



FURTHERSM

Smart,
simple
health care
spending

It's good to know that your health spending accounts are in the hands of a trusted, experienced administrator. That's the peace of mind you get with Further. Through our holistic approach, we not only help our account holders save for health-related expenses, we also provide the tools to make better health care consumers.

Legacy

Since 1989, we've been focused solely on medical account administration, serving clients and individual account holders in all market segments across the country.

Simple fees, no surprises

We like to keep it simple. We'll never charge any hidden fees. Period.

Invest and grow

With our market-leading interest rates, health care dollars are born to grow at Further. Our investment options give account holders access to more than 30 highly-rated mutual funds once their balances reach \$1,000.

Owned and operated IT platform

That means flexibility and control. We realize that every client is different and we excel at meeting these varied needs.

Caring for our customers

Customers and clients consistently rate their overall satisfaction with our level of service at 96%.

Full suite of spending accounts

Further's multi-product platform includes:

- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Health Reimbursement Arrangement (HRA)
- Voluntary Employee Beneficiary Association (VEBA)
- Transportation Reimbursement Account (TRA)
- Dependent Care Assistance Program (DCAP)
- Adoption Assistance Program (AAP)

Creating health care consumers

We offer consumer resources along side our spending accounts to help increase individual buying power and create more engaged, savvy health care consumers.

Fully accessible

Our responsive website and mobile app keeps clients and account holders connected to their accounts whenever, wherever. Further puts the power of 24/7 account management in their hands where it should be.



The benefits of a Further HSA

Electronic document storage

Gone are the days of storing important medical receipts in a shoe box. With unlimited uploads and no expiration, our electronic document storage system helps account holders keep important documents safe, secure, and ready to access whenever and wherever needed.

Simple fees, no surprises

We will never charge a fee for opening or closing an account, debit cards, over contribution, wire transfers or deposit returns, just to name a few.

Use it – never lose it

The money in an HSA rolls over from year-to-year and belongs to account holders, even if they change employers.

Triple tax benefit:

- HSA contributions reduce taxable income.
- Money in an HSA earns tax-free interest.
- Tax-free withdrawals when used for eligible medical expenses now and in retirement.

Invest in your future

Growing an HSA balance throughout a lifetime is the perfect complement to other retirement savings plans. With Further, account holders have the opportunity to accelerate growth by investing in a wider range of funds through an online investment account with Charles Schwab & Company. Eligible investments with this Health Savings Brokerage Account include stocks, bonds, mutual funds, ETFs and a variety of other investments.

Choose your HSA plan

Further Value HSA

The low-fee option for those with ongoing medical expenses.

Further Select HSA

The HSA that secures account balances with FDIC insurance.

Further Premium HSA

The high rate of return option. Perfect for growing balances.

FSA: The benefit of flexibility

A Flexible Spending Account can be used with almost any group health plan making it a tax-free spending account that lives up to its name. This employer-sponsored plan allows employees to set aside a portion of their paycheck each month to pay for qualified medical, vision, dental, coinsurance, deductible and co-payment expenses.

Choose your contribution amount

FSA participants can review their health care expenses from previous years and choose any contribution amount that best fits their spending habits and health care needs – up to the maximum allowed by the IRS for each plan year.

Save on taxes

Employers and employees don't pay federal, state or FICA taxes on the entire amount contributed to the FSA. This can amount to as much as 30% in tax savings.



Great for pairing

FSAs pair seamlessly with other Further products in a variety of creative ways to increase individual buying power and create a tag-team of accounts to pay and save for health related expenses.*

Specialized FSAs

Get some peace of mind with the Further DCAP

Known as a Dependent Care (DCAP) FSA, this specialized account allows account holders to contribute pre-tax dollars to cover a variety of dependent care expenses, such as fees for licensed daycare facilities, preschool programs, before and after school care, elder care, in-home child care services and payments to a relative who cares for your qualified dependent.

Let Further take you there with a TRA

A Transportation Reimbursement Arrangement (TRA) is a specialized account for qualified parking and transportation expenses. Account holders choose the dollar amount to contribute each month and select from multiple payment options including commuter check vouchers, a pre-paid MasterCard®, transit smart cards, fare media, and cash reimbursements (parking only).

*Please note: account stacking is not available with TRA.

HRA: An employer benefit with consumer control

A Health Reimbursement Arrangement (HRA) is an employer-sponsored spending account that employees can use to pay for qualified medical expenses. This employee benefit provides the advantage of first dollar health care coverage.

Tax Savings

Employers enjoy the reduced cost of a consumer-directed health plan while enjoying tax-free contributions to their employees' HRAs. All contributions are exempt from payroll and FICA taxes, which can reduce the employer tax burden by 7.65%.¹

Employer flexibility and control

Employers can design their HRA to best suit their needs and those of their employees. Once a designated contribution dollar amount is determined, employers can choose to structure their HRA to pay out in the following ways:



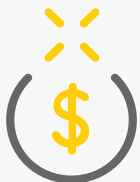
Employee pays first

Employees pay a predetermined amount out-of-pocket. The HRA then pays until the funds are exhausted. This structure encourages the greatest consumer engagement through wise employee health care spending.



Shared payments

Qualified health care expenses are shared between the HRA and employee based on a predetermined cost-sharing level. For example, 80/20 or 50/50. This structure is an incremental step toward increasing consumer engagement.



HRA/Employer pays first

The HRA reimburses employees for their qualified expenses until exhausted. Employees then cover the remainder of their costs up to a predetermined amount. This option serves as a stepping stone to ease transition into a consumer-driven health plan (CDHP) strategy.

¹Internal Revenue Service. Topic No. 751 Social Security and Medicare Withholding Rates; Accessed Mar 15 2021. <https://www.irs.gov/taxtopics/tc751#:~:text=for%20these%20taxes.,Social%20Security%20and%20Medicare%20Withholding%20Rates,employee%2C%20or%202.9%25%20total.>

VEBA: The perfect fit for the public sector

A Voluntary Employee Beneficiary Association (VEBA) is a funded HRA that public sector employers use to contribute funds to a trust on behalf of their employees. These tax-free funds can be used to pay for a variety of expenses including medical, dental, co-pay and even insurance premium expenses when between jobs or in retirement.

Flexible

Unlike many other spending accounts, the VEBA can be used to pay for insurance premiums in retirement or when between jobs. Because there are no contribution limits, some employers may even allow their employees to convert accumulated severance pay, sick pay and similar longevity-based benefits into their VEBA account contributions.

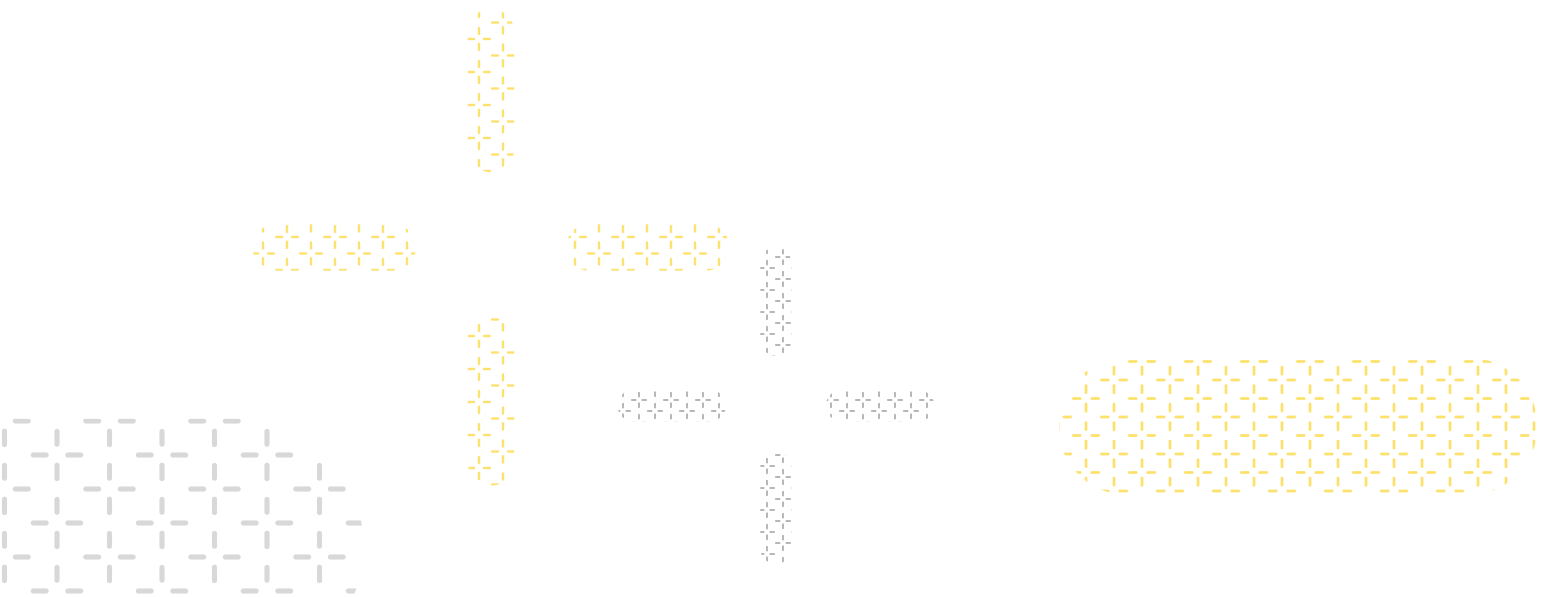
Perfect for stacking

Employees can stack an FSA with a VEBA to cover medical expenses while allowing their VEBA balances to grow. This is a great way to protect the funds needed to pay for health related expenses in the future. Further makes it easy to creatively stack two or more accounts for one convenient fee.



Growth

All VEBA funds roll over from year-to-year so account holders can steadily grow their balances throughout their working lives by saving and investing their funds in any of our more than 30 mutual funds. Post-employment, all accumulated funds are tax-free accessible to pay for qualified expenses.



AAP: A family-friendly benefit with great impact

Adoption Assistance Programs (AAPs) are a growing trend for employers seeking opportunities to provide family-friendly benefit packages for employees. An AAP is an employer-sponsored spending account that allows both employer and employee contributions to pay for eligible adoption-related expenses. Employee contributions are pretax and deducted from the employee's paychecks to fund the account. AAPs help employees cover the high cost of adoption expenses, while generating goodwill for the company with all employees – a positive win for both.

Employers save time, money

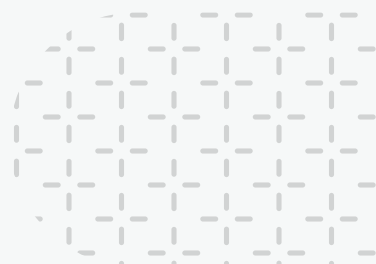
Further's AAP plan is easy to implement and offers valuable benefits to employers and their employees:



- Flexibility – Employers can set up the AAP account to be funded with employee contributions and opt to include an employer contribution as well.
- Extra Savings – By adding the AAP to a benefits package, employers help make adoption more affordable for employees, enabling pretax contributions from their payroll.
- Reduced administration – Employees can manage their accounts online and enjoy the convenience of a simple claims and reimbursement process.
- Enhanced benefits package – Employers may boost recruitment and reduce turnover by offering this family-friendly benefit.

Works like other spending accounts

The employee estimates how much funding they need to put toward adoption related expenses, then selects how much money to withhold from each paycheck (and does not pay taxes on the amount deposited into the AAP). The employee must plan wisely. Any unused money will be forfeited at the end of the plan year.



Our team is here to help

From pre-, open- and post-enrollment to ongoing engagement and education, the Further team is here to help. Your Further team consists of:

Sales Executive

Your management and sales key contact, the Sales Executive is responsible for employer consulting for education, best practices and plan design.

Account Executive

Your Account Executive is responsible for implementation management, coordination of special projects, enrollment meeting support and is a key resource for providing education and insight about our solutions.

Client Manager

Your Client Manager is responsible for ongoing account management including: renewals, ad hoc requests, billing inquiries, reporting inquiries and other operational needs.

Client Solutions Advocate

Your plan sponsor and group leader key contact for day-to-day operations, the Client Solutions Advocate is a group leader portal expert and serves as a backup to the Client Manager when necessary.

Account Administration Specialist

Your Account Administration Specialist is responsible for enrollment and payroll management, billing inquiries, reporting inquiries and group portal assistance.

Group Leader Customer Service

888-460-4013

Monday-Friday 8am to 5pm CST

24/7 access via the **Online Group Service Center**

Member Customer Service

800-859-2144

Monday-Friday 7am to 8pm CST

24/7 access via the **Online Member Service Center**

National Sales Line: **855-363-2583**

Visit us online at **hellofurther.com**