

HSA Employer News!

May 2013

What is IRS Form 5498-SA?

This month, The Bancorp Bank will send IRS Form 5498-SA to all employees who made contributions to an HSA in 2012. The form shows the total amount of contributions credited to an HSA for 2012, as well as rollover amounts and year-end fair market values. The forms will be mailed by May 31, 2013 and copies will be sent to the IRS.

Please note that this form is NOT needed for tax filing and is only provided for record-keeping. Because employees were able to make 2012 HSA contributions until April 15, 2013, we are now able to provide this record-keeping information. Please instruct your employees to review the document and keep it with their 2012 income tax files.

Encouraging Employee Preventive Care

Preventive care is a key to long-term health. Yet, many employees may not benefit from it because they don't realize that the associated cost is exempt from their deductible. You can help by creating awareness and encouraging your employees to take full advantage of the preventive care services that may be covered under their plan. These services may include:

- Blood pressure, diabetes and cholesterol tests
- Many cancer screenings, including mammograms and colonoscopies
- Counseling on such topics as quitting smoking, losing weight, eating healthfully, treating depression and reducing alcohol use
- Regular well-baby and well-child visits, from birth to age 21
- Routine vaccinations against diseases such as measles, polio and meningitis
- Counseling, screening and vaccines to ensure healthy pregnancies
- Flu and pneumonia shots

Remember that every plan is different and that coverage should first be verified with the employee's insurance provider.

Global Employee Health & Fitness Month

Did you know that, on average, it takes people 66 days to develop an easy habit such as eating more vegetables, drinking more water or taking the stairs instead of the elevator?* That's why repeated reinforcement of healthy behaviors can be beneficial over time. If your employees make even small changes, it can make a big difference to their wellness.

Global Employee Health & Fitness Month (GEHFM) offers an annual opportunity to promote workplace wellness each May. Created by the National Association for Health & Fitness (NAHF) and ACTIVE Life, the goal of GEHFM is to promote the benefits of a healthy lifestyle to employers and their employees through worksite health promotion activities and environments.

Employers are encouraged to challenge their employees to create Healthy Moments, form Healthy Groups, and develop a Culminating Project. Participants will be able to log these activities on the GEHFM website throughout the month, allowing employers and employees to track, share, and promote their individual and group activities.

To learn more visit www.healthandfitnessmonth.com.

*According to research published in the European Journal of Social Psychology

Have a healthy and happy May!