

HR Update

January 2009

BlueCross BlueShield Health Savings Account -FAQ's

1) If an employee has enough in their account to invest the funds, how difficult would it be for them to then have those funds available to pay a bill?

Not difficult. Mellon HSA Solution account holders can transfer HSA dollars back and forth between the Mellon HSA checking account and HSA Investment Account online, at any time. There are no fees for these transactions. It is important to know that funds are not automatically transferred from the HSA Investment Account into the HSA checking (transactional) account to cover health care expenses. Funds must be moved by the account holder to cover the usage of HSA checks and debit cards.

2) What is the minimum balance needed in our HSA before we can invest the money in the HAS Investment Account?

When the HSA checking account balance reaches \$3,000, you may elect to transfer \$1,000 to your new investment account. But the member must first have \$3,000 in the account before he/she can do this.

3) If the employee covers a spouse, would the spouse's name also be on the checks and would they receive two debit cards?

The checks and debit cards are handled differently. Checks will *only* be issued in the name of the subscriber. The subscriber can request to allow his/her spouse to sign the checks. This is done at the time of account setup using the Master signature card. Debit cards have more flexibility. The member can order additional debit cards through Mellon for his/her spouse or children in their name. There is a \$5 fee per card.

4) Are there any fees associated with HSAs?

Once you return the enrollment forms mailed by Mellon to open your HSA account, you will receive a debit card and checkbook. There is no charge for either one. As long as you are employed by Meredith, there will be no fee to maintain the HSA account. **NOTE: Some Mellon materials may refer to a fee - BCBS has assured us this does not apply to Meredith accounts.**



January is National Blood Donor Month

Blood is traditionally in short supply during the winter months due to the holidays, travel schedules, inclement weather and illness. January, in particular, is a difficult month for blood centers to collect blood donations. A reduction in turnout can put our nation's blood inventory at a critical low. Every day in our country, approximately 39,000 units of blood are required in hospitals and emergency treatment facilities for patients with cancer and other diseases, for organ transplant recipients, and to help save the lives of accident victims. Please visit: [http://www.aabb.org/Content/Donate Blood/Where to Donate/BloodBankLocator](http://www.aabb.org/Content/Donate%20Blood/Where%20to%20Donate/BloodBankLocator) to locate a blood bank near you!

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ONLINE RESOURCES FOR HEALTH SAVINGS ACCOUNTS

Want additional information on Health Savings Accounts (HSA's)? Follow the links below :
United States Department of Treasury <http://www.ustreas.gov/offices/public-affairs/hsa/>
IRS - general information on HSAs <http://www.irs.gov/publications/p969/ar02.html#d0e159>
IRS Publication 502: Eligible Medical Expenses: <http://www.irs.gov/publications/p502/ar02.html>

DATES TO REMEMBER FOR FLEX BALANCES

Meredith's plan year for medical reimbursements (flex account) has been extended beyond December 31. Our 2008 plan year began January 1, 2008 and ends on March 15th, 2009

If you discover you still have money in your flex account, don't panic. Medical expenses incurred between January 1, 2009 through March 15, 2009 will be applied to any money left in your 2008 account.

The last day to file for medical reimbursement from your 2008 account is April 30, 2009.



BSBSNC OFFERS FREE GENERIC RX THROUGH June 30, 2009

Blue Cross and Blue Shield of North Carolina (BCBSNC) is implementing a program to lower prescription drug costs. **Between January 1 and June 30, 2009, BCBSNC will waive copayments and coinsurance on all covered generic drugs¹** (Formulary Tier 1). The waiver will be applied automatically when members present their BCBSNC ID card at a participating pharmacy, along with a prescription for a covered generic drug. All covered generic prescriptions, including new prescriptions and refills, are included in the program.

HSA Members: Remember, there are no co-pays with the Health Savings Account, so this change doesn't apply.

Those enrolled in the HSA will give the pharmacist their BCBSNC ID card. The pharmacist will look up your current eligibility and claim information. You are responsible for the cost of the drug (though you'll still receive BCBSNC's discounted amount) until you reach your deductible. This limit takes into consideration all 2009 medical and Rx costs.

After you reach your deductible, BCBSNC will pay 80%. Once the annual maximum is satisfied, BCBSNC will pay 100% for prescriptions and medical costs.

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COMINGS AND GOINGS



We welcome the following staff:

- * Willie Patterson: Housekeeper/Facilities Services
- * David Lee Jones: Housekeeper/Facilities Services
- * Colin Mauger: Security Officer/Campus Police

To all new employees, welcome to Meredith College! Farewell and good luck in your endeavors to those that are leaving!

W-2 Forms

2008 W-2 forms will be available for pickup in the accounting office starting, Friday, January 23rd.
All W-2's not picked up by January 30th will be mailed. If you have recently had a change of address, please complete the change of address form found on the HR website to update your information.

Handy Contacts:

Baptist Employees' Credit Union:
205 Convention Drive
Cary, North Carolina 27511

919-459-5659 or 800-395-5102 ext. 5659
www.baptistemployeescreditunion.org

Blue Cross Blue Shield of North Carolina (Medical):
877-258-3334
<https://www.bcbsnc.com/index.htm>

Fast Park and Relax @RDU: Code #0919207
www.fastparkandrelax.com

Questions or comments? Please feel free to contact us at ext. 8898 or via email.

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