

# HDHP / HSA Solutions

Congress ushered in a new era of health benefits when it passed legislation effective January 1, 2004, that allowed individuals participating in high deductible health plans (HDHPs) to create health savings accounts (HSAs). HSA is an individual savings account designed to pay for the qualified medical expenses of a taxpayer and his or her spouse and dependents.

With various benefit options and dedicated services, Nippon Life Insurance Company of America (NLI America) should be your first choice for HDHPs. We can provide you with access to sophisticated HSA arrangements directly linked to our HDHPs. Choose NLI America for excellent “consumer driven” health products and services.

## **NLI America’s High Deductible Health Plans (HDHPs)**

- NLI America offers a number of qualified HDHP options.
- HDHPs can be sold stand-alone or with an HSA.
- “Adult Wellness Benefits” and “Well Child Benefits” are standard with NLI America’s HDHPs.
- Limited Flexible Spending Arrangement (Limited FSA – FSA for non-Medical coverage) options are available.

## **Health Savings Accounts (HSAs)**

- NLI America can facilitate HSAs through Principal Bank.
- Employers, employees, family members or a combination can contribute to an HSA.
- Principal Bank, an online bank chartered in 1998, is a member of the Principal Financial Group.
- For more information about Principal Bank, please log on to [www.principal.com/bank](http://www.principal.com/bank).
- If a group with NLI America HDHP chooses Principal Bank for its HSA services, employees are able to see their HSA balance information in the secured site at [www.nlia.com](http://www.nlia.com), along with useful information about their health benefit plan.



Major features available under the HSA accounts include:

- VISA debit card and personal checks for easy access to HSA funds
- up to six withdrawals per month at no additional charge
- flexible deposit options – payroll deduction or direct deposit by mail
- interest is paid on all balances, with tiered interest rate providing higher rates as balances grow
- NLI America’s secured website, at [www.nlia.com](http://www.nlia.com), conveniently provides a link to Principal Bank

Summary of Principal Bank HSA Fees as of April 2006, subject to change:

- Set-Up Fee: A one-time \$25 fee per HSA
- Monthly Service Fee: \$2.00 plus tax per month will be automatically withdrawn from the HSA
- Fee schedules that may apply for other requested special services will be provided to participants in their Welcome Kit after their application is approved and processed by Principal Bank.

Nippon Life Insurance Company of America  
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NP 1056-1 (4/07)

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## Additional HSA Options

- Certificates of Deposit are available for longer terms at higher interest rates than the HSA checking account, while still providing FDIC insurance.
- Mutual Funds investment options are available through Princor Financial Service Corporation, a Principal Financial Group company.
  - A variety of mutual funds are available to choose, with low minimum balance requirements - \$1,000 initial investment for each fund.
  - For detailed information about the mutual fund investment options, please contact a Princor® customer representative at 1-800-243-4380, ext. 1043.



## About NLI America

### Our Focus

**Quality Service** - This is how NLI America does business day after day. We continually strive to reinvent ourselves and to strengthen every service we deliver.

**Customer Satisfaction** - It means always putting our clients first and delivering service that exceeds expectations. We are proud to provide services that keep pace with technological innovation and market evolution.

**Commitment** - NLI America is committed to Quality Service and Customer Satisfaction with individualized attention to our clients.

### Our Products

NLI America delivers a full range of employers group benefit products for employees and their families. We are committed to providing the highest levels of quality service and customer satisfaction. NLI America answers the employee benefit needs of companies of all sizes across the United States.

To learn more about whether a High Deductible Health Plan with a Health Savings Account may be right for your company, please contact your insurance broker or log on to our website, [www.nlia.com](http://www.nlia.com).

This material is a summary of High Deductible Health Plans and Health Savings Accounts. It is not a complete statement of the provisions or requirements of HDHPs and HSAs. NLI America and the companies of the Principal Financial Group are not rendering legal, accounting, tax or other professional service. If legal advice or other expert assistance is required, the services of a competent professional should be sought.

High Deductible Health Plans are offered by NLI America. Custodial services for Health Savings Accounts are offered by Principal Life Insurance Company. Bank products and services provided by Principal Bank, Member FDIC, Equal Housing Lender. HSA monies held in a Principal Bank account are FDIC insured. Securities offered through Princor Financial Services Corporation, 800-247-4123, member SIPC. HSA monies held in an account at Princor Financial Services Corporation are not FDIC insured, have no bank guarantee and may lose value. Principal Life, Principal Bank and Princor® are members of the Principal Financial Group, Des Moines, IA 50392.

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