

Learn More About the Bank of America Health Savings Account (HSA) for Salaried Employees- and Retirees Enrolled in GM Health Care for 2012

You'll find important
and useful information
on the following HSA
topics in this document:

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- Following Open Enrollment
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Helpful Telephone Numbers and Links:

- Bank of America HSA Sign In Page:
www.bankofamerica.com/benefitslogin
- Bank of America HSA Customer Care:
1.866.567.3993, 8:00 a.m. - 11:00 p.m.
Eastern, Monday through Friday
- GM Benefits Home Page:
<http://www.gmbenefits.com> for HSA or
other benefits enrollment information

Overview

General Motors is pleased to offer salaried employees, and retirees under age 65 the opportunity to fund a Health Savings Account (HSA) with Bank of America. Eligible employees may elect to contribute to a Bank of America HSA during 2012 Annual Enrollment. Active employees may fund their Bank of America HSAs on a pre-tax basis through payroll deduction. Eligible retirees may make online electronic deposits from their personal checking or savings accounts, or send contribution checks directly to Bank of America.

We hope you find the following information helpful and informative as you make your Annual Enrollment elections for 2012.

About the HSA

An HSA allows you to save and pay for current or future health care expenses in a tax-advantaged way. As a salaried employee you may contribute to your HSA on a pre-tax payroll deduction basis. You may also fund your HSA through easy online electronic deposits from your personal checking or savings account or by mailing a contribution check to Bank of America. If you are a salaried retiree under age 65, you may contribute to your HSA through online electronic contributions or by mailing a check to Bank of America. Remember, you must be enrolled in one of the HSA-qualified medical plans in order to enroll in the Bank of America HSA.

Important HSA Benefits:

- Contributions you make to your HSA belong to you - even if you choose to retire or leave GM in the future
- There is **no use it or lose it** rule like a Flexible Spending Account - use your funds as needed to pay for current health care expenses or roll over unused funds from year to year and continue to receive tax-free earnings
- Enjoy tax-advantaged earnings *and* tax-advantaged withdrawals to pay for your health care expenses
- Choose among a wide range of mutual funds to invest your tax-advantaged dollars for your future health care needs*

Bank of America HSA Payroll Deduction

The Bank of America HSA allows salaried employees the opportunity to contribute to their HSA through pre-tax payroll deductions and save on taxes immediately. If you would prefer, you also have the ability to send personal contributions and claim a tax deduction when you file your tax return. However, the payroll deduction feature is typically more convenient than making personal contributions and claiming a tax deduction.

Note: The payroll deduction HSA feature is only available to active employees. During the 2012 Annual Enrollment, retirees under age 65 may elect to establish a Bank of America HSA. Contributions to the HSA may be made easily online via electronic deposit from personal checking or savings or by mailing contribution checks to Bank of America.

Maximum HSA Contributions in 2012

In 2010, you can contribute up to \$3,100 for an individual and \$6,250 for a family into your HSA. An additional annual **catch-up** contribution is allowed for those participants ages 55 to 65. The catch-up contribution amount for 2012 is \$1,000.

HSA Eligible Expenses

To find a list of eligible expenses visit bankofamerica.com/benefitslogin and click on Eligible Expenses under Tools and Resources; this link provides you with a broad list of IRS-eligible HSA expenses.

HSA Calculator

Would you like to see what your HSA balance could look like over the next 10, 20 or 30 years? Bank of America offers an online tool that can help you see how your HSA savings can add up. To access this tool visit www.bankofamerica.com/benefitslogin and click on the **HSA Calculator** under **Tools and Resources**.

Administrative Fee

GM is paying the administrative fee for your HSA as long as you are:

- 1) enrolled in an HSA-qualified medical plan
- 2) not enrolled in Medicare
- 3) enrolled in the Bank of America HSA in 2012

GM will pay your monthly administrative fee for your Bank of America HSA as long as you are a retiree under age 65 or an active employee and are enrolled in one of the HSA-qualified medical plans. GM will not pay the monthly administrative fee for Wells Fargo HSAs (or any other HSAs you may have) after 12/31/09.

Turning Age 65

If you enroll in a consumer directed health plan and turn age 65 during the plan year, and enroll in Medicare, the IRS requires you to cease your HSA contributions although funds remain available for your use. GM will pay your monthly administrative fee as long as you are an employee or retiree under age 65 and are enrolled in one of the Health Savings Account qualified medical plans.

Following Open Enrollment

Once you have enrolled in the Bank of America HSA, Bank of America will mail these items to you:

HSA Welcome Kit

This welcome kit will explain how to manage your HSA. You will need to follow the instructions to set up your online ID so you can conveniently access and manage your HSA online anytime to check your balance, order cards for your spouse or dependents or to request payment to a health care provider.

HSA Visa® Debit Card

Your HSA Debit Card allows you to easily pay for eligible health care expenses directly from funds in your HSA. Be sure to activate your debit card as soon as you receive it by following the instructions on the label affixed to your card.

Interest Rate and Fund Fact Sheets

Funds in your Bank of America HSA cash account will earn interest and when your balance reaches \$1,000 you may choose to invest funds above that level in a wide range of mutual funds with varying levels of related risk and returns.* Bank of America offers 23 different investment choices for GM salaried employees and retirees. A fund overview chart and investment return information is included below. Go to www.bankofamerica.com/benefitslogin and select "HSA Investment Performance" under View Forms for more information.

***Investments in mutual funds:
Are Not Bank Issued • Are Not FDIC Insured • May Lose Value • No Bank Guarantee**

Mutual Fund Options – The HSA for Life®

Value			Blend			Growth		
Large Cap	BlackRock Equity Dividend	MDDVX	Large Cap	Thornburg Value	TWAFX	Large Cap	John Hancock Large Equity	JLVX
Mid Cap	Columbia Mid Cap Value	NAMAX	Small Cap	Oppenheimer Main St Small	OPMYX	Large Cap	Mainstay Large Cap Growth	MLAAX
Mid Cap	BlackRock Mid Cap Value	BMCAV	Index	Vanguard Mid Cap Index	VIMSX	Mid Cap	Columbia Mid Cap Growth	CLSPX
Small Cap	Columbia Small Cap Value II	NSVAX	Index	Mainstay S&P 500 Index	MSXAX	Mid Cap	Invesco Van Kampen Mid Cap Gr	VGRAX
Index	Columbia US Treasury Index	IUTIX	International	American Funds Capital World	CWGFY	Small Cap	Federated Kaufmann Small Cap	FKASX
International	Thornburg Intl Value	TGVAX	Fixed Income	PIMCO Total Return	PTTDX	Index	Vanguard Small Cap Index	NAESX
Fixed Income	PIMCO Low Duration	PLDDX	Lifestyle	Columbia Life Goal Balanced	NBGPX	Fixed Income	Mainstay High Yield	MHCAX
Lifestyle	Columbia Life Goal Income	CLGZX				Lifestyle	Columbia Life Goal Growth	NGPAX

The mutual fund performance data quoted represents past risk and performance, which is no guarantee of future results. Current risk and performance may be higher or lower than the data quoted.

Not FDIC Insured - May Lose Value - No Bank Guarantee



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00-09-1096NSB (04/2011)