

Health Savings Account (HSA)

HEALTHEQUITY

If you participate in the HSA-Qualified HDHP, you may be eligible to participate in a Health Savings Account (HSA).

A Health Savings Account (HSA) is a tax-exempt account used to pay for qualified healthcare expenses, including medical, dental, vision, and prescription costs. You may use HSA funds for out-of-pocket expenses, such as deductibles and coinsurance, or save them for future healthcare or investment needs.

These funds can be used for qualified expenses for yourself, your spouse, and your dependent children, even if they are not covered under your plan. Examples of qualified expenses include:

- Doctor visits
- Dental care
- Vision care
- Prescription medications
- Chiropractic services

For a full list of qualified medical expenses, visit www.irs.gov/publications/p502.

Please Note: *You may make changes to your HSA contribution at any time or on a per-pay basis.*



HSA Highlights

- Triple tax advantage — contributions are made pre-tax, growth is tax-free, and withdrawals for qualified healthcare expenses are also tax-free.
- There is no “use it or lose it” rule with an HSA. If you do not use the money in your account by the end of the year, unused funds will roll over to the next year.
- You can save and invest unused HSA money for future healthcare needs
- Your HSA is portable. When you retire or leave the company, your HSA funds go with you.

HSA Eligibility

To be eligible for an HSA, you must:

- Be covered under an HSA Qualified high deductible health plan (HDHP)
- Not have other first-dollar medical coverage (i.e., policy with no deductible)
- Not be eligible for or enrolled in Medicare
- Not be claimed as a dependent on someone else's tax return

HSA Contributions

The maximum amount that can be contributed to the HSA in a tax year is established by the IRS and is dependent on whether you have individual or family coverage in the HDHP. For 2026, the contribution limits are:

- **\$4,400** for individual coverage
- **\$8,750** for family coverage
- The annual catch-up contribution for age 55 and older is \$1,000

Contributions to the account must stop once you are enrolled in Medicare. However, you can keep the money in your account and use it to pay for healthcare expenses tax-free. HSA participants are encouraged to review their HSA election amount annually. Your pay period contributions will continue to be deducted from your paycheck unless you choose to make a change.