

Health Savings Account

Administered by HealthEquity



If you participate in a qualified High Deductible Health Plan (HDHP) you may be eligible to participate in a Health Savings Account (HSA). An HSA is a great way to save money by allowing you to set aside pre-tax dollars, via payroll deductions, to efficiently pay for qualified healthcare, dental and vision expenses.

HSA Eligibility

In order to qualify for an HSA, you must be an adult who meets the following qualifications:

- You have coverage under an HSA-qualified, high deductible health plan (HDHP)
- You (or your spouse, if applicable) have no other health coverage (excluding other types of insurance, such as dental, vision, disability, or long-term care coverage)
- Are not enrolled in Medicare
- You cannot be claimed as a dependent on someone else's tax return

For more details on eligibility requirements, visit www.irs.gov/publications/p969#en_US_2019_publink1000204025

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 plan. For 2025, the contribution limits are:

- \$4,300 for individual coverage
- \$8,550 for family coverage
- The annual catch-up contribution for employees age 55 and older is \$1,000.

HSA Advantages:

- There is no “use it or lose it” provision with an HSA. If you don't use the money in your account by the end of the year, don't worry! Unused funds will roll over year after 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 contributions are tax deductible, you can spend the money tax-free, and any growth is tax free.

HSA-Qualified Healthcare Expenses

You can use the funds in your HSA to pay for qualified healthcare expenses such as:

- Doctor visits
- Dental care, including extractions and braces
- Vision care, including contact lenses, prescription sunglasses and LASIK surgery
- Prescriptions
- Chiropractic services
- Acupuncture
- Hearing aids and batteries
- Over the counter (OTC) medications
- Menstrual care products

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

Note: After January 1, 2025, you may rollover any funds in any other HSA Account into the HealthEquity account which will automatically be set up for you if you elect the High Deductible Plan.

Please see Chris Raike in Human Resources for the Rollover Form.