



A more human resource.®

# Health Savings Account Overview

A Health Savings Account (HSA) is an individually-owned, tax-free, interest-bearing savings account that is used to pay for qualified medical expenses either now or in the future.

## Who is Eligible?

- You must be covered under a qualified high-deductible health plan (HDHP).
- You must be below Medicare eligibility age.
- You can't be covered under any other health plan.

## How Does an HSA Work?

The HSA must be combined with an HDHP which covers serious illness or injury, while the HSA pays for medical expenses until the deductibles are met.

## Who Contributes to an HSA?

You and/or your employer.

## What are Contribution Limits?

- \$3,400 for individual coverage
- \$6,750 for family coverage

An individual that has reached age 55 by the end of the calendar year may contribute an additional \$1,000 per year. These maximums are subject to change by the IRS each January 1.

## What are HDHP Deductible Minimum Amounts?

- \$1,300 individual coverage
- \$2,600 family coverage

## HDHP Maximum Out-Of-Pocket

- \$6,650 individual coverage
- \$13,300 family coverage

**Note:** Includes deductible and any expenses incurred once deductible is met.

## HSA Advantages

- You own your HSA (not your employer).
- You decide:
  - Whether or not to contribute.
  - How much to use for medical expenses.
  - Which medical expenses to pay from your HSA.
  - Whether to pay for medical expenses from the HSA or save funds for future use.
  - What type of investments to use to grow your account.
- Contributions are tax-free, potential interest gains accumulate tax-free and distributions are tax-free when used to pay for qualified medical expenses.
- HSAs roll over from year to year, and remain yours even if you change jobs. All amounts in an HSA are fully vested and unspent balances remain in the account until spent.