

HSA

Financial security for rainy days and retirement

Hello!

We're **Navia Benefit Solutions** and we administer the HSA provided to you by your company. This toolkit will help you understand what an HSA is, how it works, and the many ways you can save money by participating. It also offers tips and tools for understanding your healthcare finances and becoming a more aware healthcare consumer.



Health Savings Account (HSA)

An HSA is a personal expense account that works with a high deductible health plan (HDHP), allowing you to set aside a portion of your salary pre-tax to pay for qualified medical expenses.

The money is yours and carries over every year. No "use-it-or-lose-it!"

Funds in your HSA account stay with you, even if you change jobs. And, if you're no longer covered by an HDHP, your account stays active, and you can use the remaining funds for medical expenses. Your money rolls over every year, which allows you to save for the future!

Tax-free when you put it in and take it out

The money is tax-free both when you put it in, and when you take it out to cover qualified medical expenses.

Money earns interest and may be invested in mutual funds

Your unused funds earn federal tax-free interest. And, if you maintain a minimum balance of \$1,000, your additional funds may be invested in mutual funds yielding tax-free earnings.

Family coverage

It covers you, your spouse, and eligible dependents!

Maximum Contribution

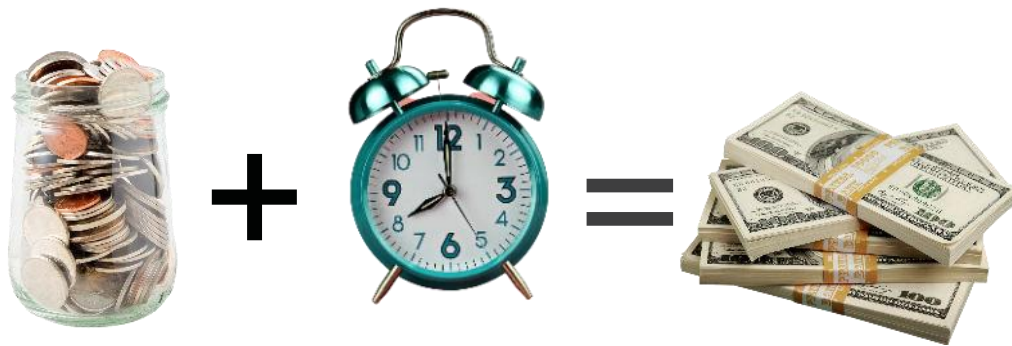
The maximum contribution in 2025 is \$4,300 for individuals and \$8,550 for families. The annual "catch-up" contribution amount for individuals age 55 or older is \$1,000.



Pay 30% less on medical expenses

You and your employer can contribute tax-free dollars into your HSA throughout the year up to the annual individual or family limit set by the IRS. The funds in the HSA can be used to pay for your out-of-pocket medical expenses.

Federal, state, and FICA taxes lower your take-home pay by 30% or more, leaving the remaining 70% for your living expenses. When you use an HSA, you set aside money before it is taxed, so you spend the entire 100% of your earned income. This means you save 30% on your out-of-pocket healthcare expenses when you use your HSA. **It's like free money!**



Grow your investment year-over-year and prepare for the future

You must have a high-deductible health plan (HDHP) to qualify for an HSA. HSA holders cannot spend more than the funds that have been deducted from their paycheck. However, they can file for reimbursements later in the year for expenses that were incurred when they had a lower balance. Unlike an FSA, your HSA balance rolls over year-over-year, which allows you to save for the future.



Example: Tim chooses an HSA because he's a young, healthy single man without a lot of medical costs and the money he saves can be rolled over year-after-year. **He signs up to contribute \$2000 for the year, which saves him \$600 in pre-tax savings (30%).** As Tim gets older, he starts a family and these extra funds come in handy to help pay for unexpected medical costs. He's also happy he invested in an HSA when he was young because he has grown his investment over the years with interest and mutual funds.

How does it work?



Estimate your annual election

During your open enrollment use an HSA calculator to estimate your expenses for the plan year and come up with how much your annual election should be.



Monthly paycheck deductions

Your annual election amount will be evenly deducted pre-tax from your paycheck throughout the plan year. Contribution changes are allowed during the plan year; however, your employer may restrict or limit changes for administrative purposes. Check with your employer for details.



Invest your funds

Once you enroll, you will be given access to a secure, easy-to-use web portal where you can track your account balance, view your investment accounts, and submit claims.

Why should I enroll?

Save enough money to pay for three months of groceries or a gym membership for a year

If you're like the average consumer, you normally spend \$1,400/year on out-of-pocket healthcare expenses (e.g. prescriptions, contacts, braces, and even products like Band-Aids). With an HSA, you only pay \$980 for those same expenses—saving \$420 (assuming a tax rate around 30%). If you elect the full \$4,300, you save over \$1,000.

Cover your deductible or COBRA premiums

Give yourself a safety net to cover medical expenses, like your deductible or COBRA insurance, if you decide to change jobs. Since you take the money with you even when you switch jobs, an HSA can be invaluable in making sure you still have health coverage.

Save enough over the lifetime of your HSA to cover your healthcare costs during retirement

The average American couple will need \$301,000 to cover out-of-pocket health care costs in retirement. An HSA can help fill this Medicare gap as well as dental, hearing, and vision expenses. Qualified medical expenses remain tax-free, even into retirement. In addition, after age 65, you can use your HSA much like a 401(k) and withdraw funds for any purpose.



\$2,100

AVERAGE ANNUAL
ELECTION



\$301K

AVERAGE COST OF
HEALTHCARE DURING
RETIREMENT



\$800+

AMOUNT YOU SAVE.
EQUIVALENT TO THREE
MONTHS OF GROCERIES

38,000 ways to spend your HSA!

There are 38,000 products and services you can buy for with tax-free HSA money

Spend your money on anything from medicines and hospital services to acupuncture and training a service dog. Here are just a few to give you an idea:



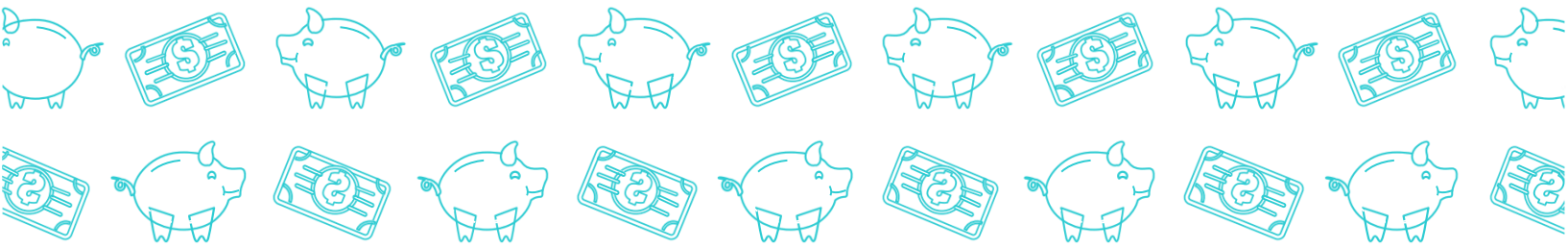
NEW! Over-the-counter drugs
NEW! Feminine care products
NEW! Home Covid-19 tests
NEW! Personal protective equipment (PPE)
Prescriptions
Copays & Coinsurance
Deductibles
Office Visits
Dental work
Orthodontia
Glasses & Contacts
Chiropractic
Massage
Acupuncture
Capital improvements to your home, such as ramps, railings, and support bars
Mileage for travel to and from healthcare appointments

Night guards
Bandages and other medical supplies
Sunscreen
Birth control
Breast pumps
Breast reconstruction surgery
Childbirth classes
Eye surgery, including laser eye surgery and Lasik
Fertility treatments, and monitors
Flu shots
Hearing aids and batteries
Insulin
Lab fees
Physical therapy
Prescription sunglasses

Psychologists and therapy
Stop-smoking programs
Vaccinations and immunizations
Walking aids like canes, walkers, and crutches
Weight-loss program (if it's a treatment for a specific disease diagnosed by a physician)
Wheelchairs
X-rays
Nursing services
Prosthesis

[Click here for a full list of eligible items](#)





Bottom line

If you plan on spending even a dollar out-of-pocket for healthcare this year, a tax-advantaged benefit account will save you an average of 30% on every expense.

**Enroll
now!**

In order to participate in your company's HSA program, sign up during your open enrollment period. If you currently participate, your HSA election will continue, until you change it, terminate it, or become ineligible to contribute to an HSA.

Want to know more?

Below are some additional resources to help you get the most out of your Health Savings Account benefit! Click to learn more.



[**Health Savings Account Overview**](#)



[**Tax Saving Calculator**](#)



[**HSA Store**](#)

