

Health savings account (HSA)

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A personal savings account for healthcare

A Health Savings Account (HSA) is an easy way to pay for healthcare expenses that you have today, and save for expenses you may have in the future.

Are you eligible?

The HSA is not for everyone. You're eligible only if you are:

- Enrolled in one of our RGA high-deductible medical plans.
- Not enrolled in other non-HDHP medical coverage, including Medicare, Medicaid, or Tricare.
- Not a tax dependent.
- Not enrolled in a healthcare flexible spending account (FSA), unless it's a "limited purpose" FSA for dental and vision expenses.

How the HealthEquity HSA works:

- Your HSA account is set up automatically after you enroll.
- You can contribute up to the limit set by the IRS (includes your employer's contribution).

Individual: \$4,400 per year

Family: \$8,750 per year

Age 55+: \$1,000 extra per year

- You can use your HSA debit card to pay for eligible expenses like office visits, lab tests, prescriptions, dental and vision care, and even some drugstore items.

Four reasons to love an HSA

- 1. Tax-free.** No federal tax on contributions, or state tax in most states. Withdrawals are also tax-free as long as they're for eligible healthcare expenses.
- 2. No "use it or lose it."** Your balance rolls over from year to year. You own the account and can continue to use it even if you change medical plans or leave the company.
- 3. Use it now or later.** Use your HSA for healthcare expenses you have today or save the money to use in the future.
- 4. Boosts retirement savings.** After you retire, you can use your HSA for healthcare expenses tax-free. You can also use it for regular living expenses, which will be taxable but without penalties.

To help you get started, your employer contributes to your HSA:

Individual: \$62.50 quarterly

Two or more: \$125 quarterly

Failure to verify your HSA account in a timely manner may result in your forfeiture of these funds.