

AON BENEFIT EXPERIENCE

Your 2025 HSA User's Guide

make it yours



Save With a Health Savings Account (HSA) Now

The Bronze and Bronze Plus coverage levels are High Deductible Health Plans (HDHPs) that offer you access to an HSA. An HSA is a smart way to save pre-tax dollars that you can use to pay for qualified health care expenses. Funds in your HSA roll over from year to year and are yours to keep; so you can use the money for expenses now or in the future.

How the HSA Works

Your HSA is an account that works with HDHP medical options. It allows you to set aside tax-free money to pay for qualified health care expenses, like your medical, dental, and vision copays, deductibles, and coinsurance.

You decide how much money you want to save in your HSA, and you can change it at any time. So if you didn't elect to set aside money in an HSA when you enrolled in your medical coverage, you can still do it through the Your Total Rewards™ website now or any time during the year.

Remember you can only use your HSA for qualified health care expenses incurred after you open your HSA account.

What's Great About the HSA?

- **It's tax-free when it goes in.** You can put money into your HSA on a before-tax basis through payroll deductions. Not only do you save money on qualified health care expenses, but your taxable income is lowered. For 2025, you can contribute up to \$4,300* if you're covering yourself, or \$8,550* if you're covering yourself and your family. The total contributions cannot exceed these limits.
- **If you're age 55 or older** (or will turn age 55 by December 31, 2025), you can also make additional "catch-up" contributions to your HSA up to \$1,000.
- **It's tax-free as it grows.** You earn tax-free interest and investment earnings (as applicable) on your HSA account balance. And, once you accumulate the required minimum HSA balance, you can invest your HSA funds into the available investment options.
- **It's tax-free when you spend it.** When you spend your HSA on qualified health care expenses, you don't pay any taxes. That means you're saving money on qualified medical, dental, and vision expenses.
- **It's always your money.** Just like a bank account (but unlike a flexible spending account), you own your HSA, so it's yours to keep and use even if you change medical options, become Medicare-eligible, leave the company, or retire.



*Limits subject to mid-year changes per IRS regulations. For more information, go to www.irs.gov.

Accessing Your HSA

Please contact Optum Financial at **1.866.234.8913** for more information about accessing your HSA.

Rules About Eligibility

To be eligible to contribute to an HSA, you must enroll in a Bronze or Bronze Plus medical option (HDHP). If you or your family are covered by another medical plan in addition to your Bronze or Bronze Plus plan, it must also be an HDHP for you to be eligible for an HSA. For example, if you're also enrolled in your spouse's or eligible domestic partner's coverage, that plan must also be an HDHP. Medicare-enrolled participants are not eligible to participate in an HSA. However, you may enroll in other limited types of coverage, such as dental, vision, and some AFLAC type plans.

Please note if you enroll in Medicare at any time during the plan year, you will no longer be eligible to contribute to an HSA and your prior contributions for the plan year may also be affected. You should consult your personal tax advisor for more information. See also IRS publication 969.

Optum Financial Offers the Following Account Options to Serve Your Optum Financial HSA:

You're in complete control of your HSA—you decide how and when to use it. Log on to Your Total Rewards/UPoint® to track your HSA balance, use tools, view claims, request additional cards, and more.

- **Optum Financial eSaver HSA** provides access to pay current expenses, offers interest rates, has management fees, and allows the option to invest balances in no-load mutual funds with no additional fee.
- **Optum Financial Betterment HSA** provides individuals who plan to contribute to and grow their HSA balances for future health care expenses the ability to invest more money in mutual funds by paying an additional investment fee.



Already Have an HSA?

If you currently have money in an HSA, you can still use it to pay for qualified health care expenses even if you are no longer enrolled in an HDHP.



Keep Receipts

Always remember to save your receipts when you make payments from your HSA, in case you need to prove to the IRS how you spent your HSA funds.

| HSA Account Options | Optum Financial eSaver HSA | Optum Financial Betterment HSA |
|--|--|--|
| Monthly Maintenance Fee | \$0 for balance of \$3,000 or more \$1 for balance from \$0 to \$2,999.99 | \$0 for balance of \$3,000 or more \$1 for balance from \$0 to \$2,999.99 |
| Interest Rate | Tiered interest rate based on account balance | Tiered interest rate based on account balance |
| Investment Threshold Minimum Balance Requirement | \$2,000 | \$2,000 |
| Monthly Investment Fee | \$0 | 0.50% of invested balance |

Active employees pay \$0 monthly maintenance fee. If terminated, there will be a \$2.75 monthly fee to maintain the account.

Qualified Expenses of Eligible Dependents

Note: The HSA has different tax dependent rules than the Bronze or Bronze Plus medical options. For the Bronze and Bronze Plus medical options, you may enroll your adult dependent children up to age 26 on a tax-free basis (subject to applicable state laws). You may also enroll your eligible domestic partner, subject to federal, and in some cases state, income tax imputation requirements.

For purposes of the HSA, separate rules apply for tax-free reimbursements. To receive tax-free reimbursements from your HSA for medical expenses incurred by a dependent child, your child must be:

- Under age 19 (or under age 24 for full-time students); or
- A federal income tax dependent under the IRS financial dependency rules.

To receive tax-free reimbursements from your HSA for medical expenses incurred by a domestic partner (and their children), your domestic partner (and their children) must be a federal income tax dependent under the IRS financial dependency rules.

If the above rules are not satisfied, HSA reimbursements are taxable and may be subject to additional penalty taxes. Contact your financial or tax advisor for additional information.

Spouse/Partner Double Coverage—Special Issues

If you and your spouse/partner are both enrolled in the Bronze or Bronze Plus medical option, and your spouse/partner is also enrolled in other major medical plan coverage, there are special HSA rules that apply.

- **If you and your spouse/partner are both enrolled in a Bronze/Bronze Plus medical option, while only your spouse/partner is enrolled in Medicare,** you can contribute the maximum HSA family contribution. However, your spouse/partner's medical claims will be coordinated between the Bronze/Bronze Plus medical option and Medicare. For your spouse/partner's claims, you can only obtain tax-free reimbursement from the HSA for the portion of the claims not paid by either your Bronze/Bronze Plus medical option or Medicare. In the event that you are eligible for Medicare, different contribution rules apply, and you should contact your tax advisor for additional information.
- **If you and your spouse/partner are both enrolled in a Bronze/Bronze Plus medical option, while only your spouse/partner is enrolled in another medical plan through their employer that is not a high-deductible plan,** you can contribute the maximum HSA family contribution. However, your spouse/partner's medical claims will be coordinated between the Bronze/Bronze Plus medical option and your spouse/partner's employer plan. For your spouse/partner's medical claims, you can only obtain tax-free reimbursement from the HSA for the portion of the claims that are not paid by either the Bronze/Bronze Plus medical option or the spouse/partner's employer plan.
- **If you and your spouse/partner are both enrolled in a Bronze/Bronze Plus medical option, while only your spouse/partner is enrolled in another high-deductible plan through their employer,** your spouse/partner is also eligible to contribute to an HSA in their name. For spouses, both you and your spouse are treated as having only HSA family coverage, combined. This means, the maximum HSA contribution must be divided between you and

your spouse. You are responsible for ensuring that you and your spouse do not over-contribute to your HSAs, as penalties apply for over-contributions. See page 1 for instructions on how to change your HSA payroll deduction amount. For domestic partners, different rules apply to HSA contributions, and you should contact your tax advisor.

For medical claims purposes, your spouse/partner's claims will be coordinated between the Bronze/Bronze Plus medical option and your spouse/partner's employer plan. You and your spouse/partner can only obtain tax-free reimbursement from an HSA for the portion of the spouse/partner claims that are not paid by either the Bronze/Bronze Plus medical option or the spouse/partner's employer plan.

If you and your spouse/partner are enrolled in a Bronze/Bronze Plus medical option, while you and your spouse/partner (through their employer) are enrolled in another medical plan that is not a high-deductible plan, then you are not eligible to contribute to an HSA.

Resources to Help You

Health Savings Account (HSA)

- HSA balance
- Change HSA contributions
- Transfer money from your HSA
- Invest your HSA

Call Optum Financial at **1.866.234.8913**

www.optumbank.com

Equitable Benefits Center

- Questions about your benefits or enrollment

digital.alight.com/equitable

Call **1.800.829.2633** from 9:00 a.m. to 5:00 p.m. ET, Monday through Friday

Internal Revenue Service (IRS)

- List of qualified HSA and FSA expenses

www.irs.gov/publications/p502

Publication 502 lists all medical expenses that may be deductible on your income tax return. However, keep in mind that FSAs and HSAs may have special rules that would restrict certain medical expenses from being reimbursable by the FSA and/or HSA.

All product and company names are trademarks™ or registered® trademarks of their respective owners. Use of them does not imply any affiliation with or endorsement by them.

The information provided within this document is for informational purposes only and is intended solely as informal guidance. In the event that there is a discrepancy between this material and the official plan documents, the terms of official plan documents will apply. This content was prepared using reliable sources, but there is no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future.