

Health Savings Accounts: Save now and for the future



How Health Savings Accounts (HSAs) Work

CalCPA Health’s HSA plans provide members a unique program which offers low high deductible health plan (HDHP) premiums combined with integrated banking and health claims administration through HealthEquity (or a banking institution of your choice). When a HSA is paired with an HSA qualified HDHP, you are able to make tax-free* contributions to an FDIC-insured savings account. Typically, these plans cost less than traditional plans and provide tax saving opportunities. *The HSA funds can be used for health expenses under the HDHP deductible or for other healthcare expenses allowed under IRS Code 502.*

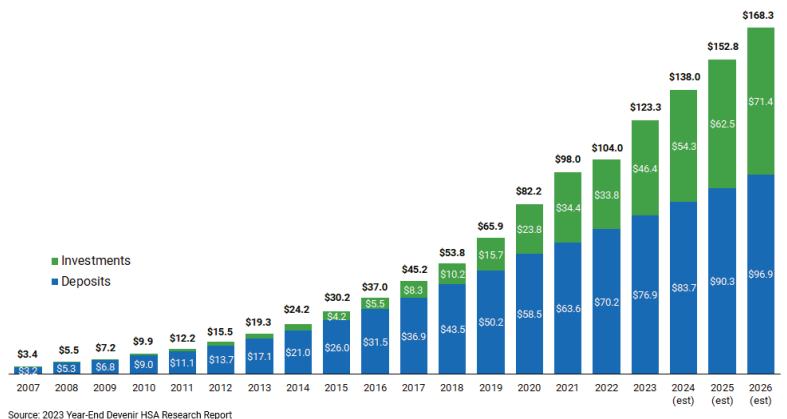
HealthEquity’s commitment to building health savings is reflected in their amazing customer service and the expert advice they offer on how to benefit the most from your health accounts.

A few reasons why HSA enrollment continues to grow:

- Lower monthly premiums
- Tax-advantaged contributions
- HSA funds roll over each year
- Investment options
- Simple banking and health claims administration

YOU are the owner of your HSA, which means that the entire balance rolls over year-after-year and stays with you even if you change your health plan, change jobs, or retire. Your HSA can empower you to grow your savings and build for your future.

HSA Assets Continue to Boom



Frequently Asked Questions About HSA's

What is an HSA and how does it work?

A health savings account (HSA) is a special savings account designed exclusively to pay for or reimburse your current or future qualified medical expenses.

What are the advantages of an HSA?

- Your contributions are pre-tax or tax-deductible.
- Interest earned is tax-free.
- Withdrawals for qualified medical expenses are tax-free.
- Unused funds and interest are carried over each year.
- You own the HSA. The balance is yours to keep, even if you change jobs.

Who is eligible for an HSA?

An eligible individual is anyone who:

- Is covered under a high deductible health plan (HDHP).
- Is not covered by any other plan that is not an HDHP.
- Is not currently enrolled in Medicare Part A or Part B or TRICARE.
- Has not received medical benefits through the Department of Veterans Affairs (VA) during the preceding 3 months.
- May not be claimed as a dependent on another person's tax return.

Why would I want a HDHP?

Through a High Deductible Healthcare Plan (HDHP), you can lower your premiums. If you have high Rx costs, you can limit your exposure. If you have little to no medical costs, you can limit your exposure to catastrophic situations.

What is the HDHP deductible and out-of-pocket needed to qualify for an HSA?

Coverage Tier	Minimum Deductible	Maximum OOP
Single	\$1,400	\$7,000
Family	\$2,800	\$14,000

In order to qualify for an HSA, the deductible on your HDHP has to be higher than the amounts listed above. Please note: you can enroll in an HDHP and not use a HSA.

Who can contribute to the HSA account?

Anyone can contribute to the HSA of an eligible individual. The employer, employee and family members are allowed to contribute to an eligible individual HSA.

How much can I deposit into my HSA account each year?

Year	Single	Family
2023	\$3,850	\$7,750
2024	\$4,150	\$7,750
2025	\$4,300	\$8,550

Primary accountholders who will be 55 years of age (or older) by the end of the current tax year can make additional catch-up contributions of \$1,000 to their health savings account.

What if one spouse is on Medicare?

Given a situation in which either spouse enrolls in Medicare part A or B, that individual can no longer contribute funds to his or her HSA. However, if the other spouse is enrolled in an HDHP and not in Medicare, they would still be eligible to contribute to their HSA. Both individuals can still use the existing funds in the HSA account to pay for qualified medical expenses.

What can I spend the money in my HSA account on?

The funds can be used to pay for qualified medical, dental, vision and prescribed prescription drug expenses. Health insurance premiums are not qualified expenses. Funds can also be used to pay for qualified expenses of spouses and dependents even if they are not covered by the HDHP. Premiums for COBRA, Medicare and qualified long-term care premiums can be considered qualified expenses. For a definitive list of qualified medical expenses, visit www.irs.gov.

When I turn 65, what can I spend the funds in my HSA on?

For people 65 with existing HSA accounts, the funds can be used to pay out-of-pocket medical expenses including Medicare premiums, deductibles, coinsurance, and co-pays—but not expenses associated with Medigap coverage.

What are the penalties for early withdrawal or for non-medical use of funds?

Funds can be withdrawn for any reason, but withdrawals that are not for documented qualified medical expenses are subject to income taxes and a 20% penalty. The penalty is waived for persons who have reached the age of 65 or have become disabled at the time of the withdrawal.

Two ways to set up your HSA.

1. Contact Banyan Administrators to sign up for integrated HSA administration through Health Equity.

What are the Benefits of HSA Integration through HealthEquity?

- New employees don't have to find a health savings account on their own.
- Employer contributions to employee accounts can be made online, through one simple portal.
- Online access allows employees to view account balances, deposit funds, or make withdrawals.
- Integration with Anthem Blue Cross allows for simple, accurate claims adjudication.

2. Employees can contact a financial institution that offers this type of account. This institution will assist you in setting up your HSA account.

