

# Health Savings Account (HSA)

HSAs are an employer-sponsored reimbursement benefit account for people with a qualified high deductible healthcare plan. Participants make pre-tax contributions into their account and use the funds for out-of-pocket eligible medical expenses for themselves and their dependents. Funds are available for reimbursement as contributed to the HSA.

## Triple Tax Savings!

Participants enjoy three major tax benefits:

1. Contributions to the HSA are made before taxes, saving on Federal, State, and FICA taxes
2. Withdrawals made for eligible medical expenses are tax free
3. Account earnings (interest on the balance and investment income) are tax free

## Additional HSA Benefits include:

- You own the account! If your employment status changes for whatever reason, you keep the account forever and can continue using the funds
- Invest your funds once your account balance reaches \$1,000 and grow your account quickly

## Eligible Expenses

A complete list of eligible expenses can be found on our website at [www.flexplanadmin.com](http://www.flexplanadmin.com).

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## Annual Contribution Limits

Participants with individual coverage:

2025: \$4,300  
2026: \$4,400

Participants with family coverage:

2025: \$8,550  
2026: \$8,750

- After age 55, you can contribute an additional \$1,000 over the annual limit
- Use your funds as a retirement account – starting at age 65, any withdrawals for non-qualified expenses are taxed as regular income

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