

FAQ

Health Savings Account (HSA)

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1. Which plans are eligible for participation in HSA?

HDHP is the only medical plan eligible for an HSA.

2. What is an HSA?

An HSA is a tax-advantaged medical savings bank account available to those enrolled in the HDHP.

Unlike a Flexible Spending Account (FSA), HSA funds roll over and accumulate year to year if they are not spent. HSAs are bank accounts owned by the individual and the accounts are available through our partnership with HealthEquity.

3. Are there changes to the HSA plan for 2027?

Yes, the individual and family IRS limits for the HSA are increasing.

HSA IRS Limits for 2026: **\$4,500** for Individual and **\$9,000** for Family.

- You can contribute up to \$4,500 if you choose employee-only coverage or up to \$9,000 if you choose Employee + Spouse, + Children, or + Family coverage. These totals **include** the company contribution.
- Starting the year in which you turn 55 (up until the time you elect Medicare), and while actively employed, you may contribute up to \$1,000 in additional contributions in 2027.

4. Does Atmos Energy make any contributions to the HSA?

Yes! Atmos Energy will contribute **\$500** if you choose employee-only coverage or **\$1,000** if you choose family coverage if you enroll before January 1st.

- Atmos Energy contributes to your HSA account during the first full pay period of 2027.
- New hires in 2027 receive a pro-rated HSA deposit based on their date of hire.
- You can review more details about HSA on the [Benefits Hub](#).

5. Can I make changes to my HSA at any time?

Yes – you are allowed to make changes at any time to your HSA in Workday. Your election change will be effective on the next pay cycle.

You may complete an **HSA Contribution Change Benefit Event in Workday** or reach out to your local Human Resources Partner for assistance.

6. Should I keep itemized receipts on file for services rendered and paid for by HSA?

Yes, you should always keep copies of itemized receipts on file in the event you are audited by the IRS. HealthEquity (our HSA partner) does not audit your transactions; however, your account is regulated by the IRS. In the event you undergo an audit by the IRS, you will need to provide backup for your HSA transactions.

- HealthEquity has an online feature to upload and store your receipts. Log into your online account at www.healthequity.com.

FAQ

Health Savings Account (HSA)

- 7. If two employees who both have separate HSA plans get married, what happens to their accounts if they enroll separately? Can they keep separate accounts, or do they have to move to a joint account?**

They can have multiple HSA accounts, but the total of their annual combined contributions (including the company contribution) cannot exceed the IRS family limits.

- 8. Can I make a lump-sum contribution into the HSA account?**

Yes, there is a form available for you to make lump-sums contributions as you wish. You can also submit this form along with your taxes to receive the taxation benefit.

- This form can be found on the [Benefits Hub](#). Please search for “HSA Lump Sum Deposit Form.”

- 9. What happens to the money in my HSA account if I pass away?**

Once you activate your HealthEquity account, you have the option to name beneficiaries. This can be done both online and in the app under ‘Manage Account’.

For assistance, contact HealthEquity at **844-396-0226**.

- 10. If an employee passes away, what are the tax implications on the money that is left to the beneficiary?**

If the spouse is the beneficiary, they can use the money for medical related expenses with no tax consequences. If the beneficiaries are anyone besides the spouse, they inherit the money with the same tax laws that apply to beneficiaries in general.

- 11. Can more than one beneficiary be named?**

Yes, beneficiaries can be established with as many people as the account holder wishes and they can distribute the proceeds based on percentages that they assign on the beneficiary designation.

- 12. When someone retires, can the money be taken out of the account?**

Yes. You can continue to use your HSA funds after you retire.

HSAs offer an additional benefit after 65 - you can continue to use the money tax-free for medical bills, or you can access it for other needs and pay regular income tax with no penalty.

- 13. If I retire mid-year, can I still max out the HSA contribution limits for the year?**

If you retire mid-year and you are no longer eligible for an HDHP, you need to pro-rate your contributions based on the time you were eligible. Contact your HR partner for assistance.

- 14. When will I receive my company contribution to my HSA?**

The full employer contribution is deposited to your account during the first full pay period in January. 2027 new hires will receive a prorated employer HSA contribution based upon their date of hire.

- 15. Is there an age limit for dependents on the use of HSA funds?**

Yes. The IRS first considers tax dependency and then age.

FAQ

Health Savings Account (HSA)

- Children may be covered by you for healthcare until they turn 26. During this time, HSA funds can be used for healthcare expenses.
- Children 26 and older that are still considered your dependent under IRS rules are eligible to use your HSA funds.

16. Can I move my HSA to another fiduciary while I'm working at Atmos?

You are allowed to have separate HSAs as long as the total of your annual combined contributions across the accounts (including the company contribution) does not exceed the IRS family limits.

You must have an HSA linked to Atmos Energy through HealthEquity to receive the employer contribution and your own pre-tax contributions through payroll.

17. What happens to my HSA if I leave Atmos Energy?

The HSA is personal bank account. If you separate from Atmos Energy, you retain your HSA and can continue to use your funds for eligible expenses.

18. What happens if I do not elect the HSA during Open Enrollment?

If you do not elect the HSA in Workday, your information will not be sent to HealthEquity and you will not be able to receive the company contribution nor contribute to your account.

19. Can I invest my HSA through HealthEquity?

Yes! You can utilize the HealthEquity platform to invest in low-cost mutual funds. HealthEquity has an Investment Desktop available to help you view, manage, and invest your funds.

20. Does HealthEquity have tools to assist me as I invest my HSA?

HealthEquity has two advisory tools available to assist you.

- Full-service portfolio management via Autopilot, offering comprehensive, hands-off investment management. With automated account management and ongoing monitoring, it is designed for those seeking peace of mind with minimal effort.
- Personalized advice via GPS, offering expert recommendations tailored to your preferences. GPS offers fund selection and allocation guidance, empowering you to make confident decisions while maintaining full control over your portfolio.

You can self-invest or work with another advisor to manage your investments.

21. What fees can I expect while investing with HealthEquity?

Effective January 1, 2027, Atmos Energy will pay the investment fees associated with your HSA, making it easier for you to use your account both for qualified medical expenses today and as a potential long-term savings tool for future healthcare costs and during retirement.

To invest HSA funds, you must maintain a minimum balance of \$1,000 in your account. Any amount above \$1,000 can be invested and has the potential to grow over time. If you need access to your invested funds, they can be transferred back to your HSA at any time. You must actively be enrolled in the HDHP with an HSA during the calendar year to be eligible for your investment fee to be paid by Atmos Energy.

FAQ

Health Savings Account (HSA)

22. What are the benefits of investing my HSA?

Investing your HSA allows you to take advantage of tax-free growth, especially if treated like a nest egg. After you turn 65, you can use your HSA funds for any medical expense without penalties.