HOW TO ENROLL

To enroll in the company-sponsored HSA, you must elect the HSA Medical Plan with Beck. When making your benefit elections online, you must also enroll in the HSA Bank Account. You can elect to contribute money on a pre-tax basis or set the contribution amount to $0 — you will still receive Beck's contribution. You may change your contribution amount at any time throughout the year to reflect changes in your financial or healthcare needs.

If you don't have an existing HSA Bank account with Optum Bank, Beck will set one up for you. If you already have an account with Optum Bank, that existing account will be utilized.

PLAN. SPEND. SAVE.

Contributions to an HSA can be made through payroll deductions on a pre-tax basis (account must be with Optum Bank in order to set up payroll contributions and Beck's contribution). **The money in this account (including interest and investment earnings) grows tax-free.** When the funds are used for qualified medical expenses, they are spent tax-free.

Per IRS regulations, if HSA funds are used for purposes other than qualified medical expenses and you are younger than age 65, you must pay federal income tax on the amount withdrawn, plus a 20% penalty tax.

HSA FUNDING LIMITS

The IRS places an annual limit on the maximum amount that can be contributed to HSAs. For 2026, contributions (which include any employer contribution) are limited to the following:

HSA FUNDING LIMITS	
EMPLOYEE	$4,400
FAMILY	$8,750
CATCH-UP CONTRIBUTION (AGES 55+)	$1,000

Beck provides a one-time lump-sum contribution to your HSA based on the quarter in which coverage becomes effective. You do not have to contribute your own money to receive Beck's contribution.

The contribution is deposited directly into your HSA and can be used immediately for eligible expenses or saved for future healthcare needs.

BECK HSA CONTRIBUTION SCHEDULE*

	JAN 1 – MAR 31	APR 1 – JUNE 30	JULY 1 – SEPT 30	OCT – DEC 1**
EMPLOYEE ONLY COVERAGE	$750	$625	$500	$375
EMPLOYEE + S/C/F COVERAGE	$1,500	$1,250	$1,000	$750

*If you are turning 65 this year, you are not eligible to participate in Beck's HSA bank account.

**If hired after Dec. 1, you are not able to participate in the Beck HSA until 1/1 of the following year.

HSA contributions in excess of the IRS annual contribution limits ($4,400 for individual coverage and $8,750 for family coverage for 2026) are not tax deductible and are generally subject to a 6% excise tax.

If you've contributed too much to your HSA this year, you have two options:

- Remove the excess contributions and the net income attributable to the excess contribution before you file your federal income tax return (including extensions). You'll pay income taxes on the excess removed from your HSA.
- Leave the excess contributions in your HSA and pay 6% excise tax on excess contributions. Next year consider contributing less than the annual limit to your HSA to make up for the excess contribution during the previous year.

SAVE MORE WHEN YOU CAN! It's up to you how much to contribute to your HSA and you can adjust your contribution amount any time throughout the year. Buying a new house or sending a kid to college? You can contribute less this year. Paid off your student loans or got a new job? Stash the annual max in your account.