

## YOUR spending ACCOUNT™



## Commit to Healthy Savings



Get to Know  
Your Health Savings  
Account

## Why Enroll?

### Cost Savings



A Health Savings Account (HSA) is an account you use to pay for eligible out-of-pocket expenses. Contributions to an HSA are tax-free. You will not pay federal taxes on your contributions as long as you use the money to pay for qualified health care expenses.



#### DID YOU KNOW?

Because contributions are deducted from your pay before taxes are calculated, you reduce your current taxable income, which saves you money.

### Convenience



When you enroll in an HSA, you have access to Your Spending Account (YSA), a website that lets you manage your HSA online anytime. You will also be issued a YSA card that allows you to easily pay for eligible expenses.

## How Much Can You Save?

HSAs reduce your taxable income, which means that you'll pay less in annual taxes.

**Income:**  
\$50,000  
**HSA  
Contribution:**  
\$7,200  
**You Save:**  
**\$864!**

#### Example:

Assuming that you are married with one child, have a combined household income of \$50,000 per year, and are contributing the 2021 family coverage maximum limit of \$7,200 to your HSA, your estimated tax savings would be approximately \$864 per year.

**Note:** This example is based on 2020 tax tables and makes certain assumptions; your individual situation may be different. Actual savings will vary depending on your individual financial situation. You may want to consult a tax advisor for specific information about the tax implications of an HSA.



## What's Eligible?

Only certain expenses are eligible for payment through an HSA. Eligible expenses include:

- Medical plan copays, deductibles, and coinsurance
- Prescription drug copays and coinsurance (for drugs covered by the medical plan)
- Dental and orthodontic care
- Vision care
- Other health care expenses not covered by company medical plans

**Medical plans with HSAs are different from traditional medical plans. They give you more control over your health care spending, but require you to be more informed about how the plan works.**

## Know Your Limits!\*

You Only



Family Coverage



You can contribute up to **\$3,600 per year** for employee-only coverage, or up to **\$7,200 per year** for family coverage. If you are age 55 or older, you can also contribute an extra \$1,000 catch-up contribution.

*\*2021 limits*

## How Do You Enroll?

### It's Easy to Participate:

- 1 Enroll in an HSA** during open enrollment or if you experience certain life events. Contributions are deducted from your paycheck automatically.\*
- 2 Pay for eligible expenses** using the YSA card. You can also reimburse yourself for any eligible out-of-pocket expenses using the YSA website. You will not be required to submit your receipts to be reimbursed.
- 3 Save your receipts** in the event they're requested by the IRS.

*\*The annual dollar amount you choose is divided by the number of pay periods to determine a consistent deduction from each paycheck.*

### Don't Miss Out!

You can enroll in a medical plan with an HSA only once a year during benefits open enrollment or if you experience certain life events during the year. After you are enrolled in the medical plan, you can start, stop, or change your HSA contributions at any time.

Log On 

**Visit the YSA website for additional information.**

## It's Yours to Keep!

Much like a bank account, your balance will roll over from year to year, and you can use funds whenever you need them—now, later, or even after you retire or leave the company.