

HSA RULES

The HSA provides many benefits. It also has some important rules associated with enrollment and utilization of funds.

1

Annual Limits

The IRS limits the amount you can contribute to an HSA each year. These limits may change each year. It's your responsibility to ensure your contributions don't exceed the annual limit. Tax penalties may apply on excess contributions. You should consult your personal tax advisor for questions regarding your HSA and filing your tax returns.

2

Dependents' Participation

Your spouse and/or dependent can be enrolled for other coverage or no coverage and your HSA can still reimburse their medical expenses, as long as the expenses aren't reimbursed elsewhere.

3

Not Everyone Can Open an HSA

All regular, full-time employees working at least 30 hours per week are eligible to enroll in the HDHP plan. However, you will not be eligible to open an HSA if you are:

- Enrolled in another medical plan, unless it is high deductible
- Enrolled in Medicare
- Enrolled in a general purpose Healthcare FSA
- Eligible to be claimed as a dependent on someone's tax return
- A veteran who has received veteran's benefits in the last 3 months, unless for preventative or other disregarded coverage or for coverage for a service connected disability.

4

Administered by HSA Bank

The HSA is not established or administered by your employer.

