



Health Savings Account



Why Should I Choose a Health Savings Account (HSA)?

An HSA is a benefit that allows you to choose how much of your pre-tax paycheck you'd like to set aside for healthcare expenses or use as a retirement savings tool.

It's Yours!

Think of your HSA as a personal savings account. Any unspent money in your HSA remains yours, allowing you to grow your balance over time.

Flexibility

You can use your funds in any of the following ways:

Prior to Age 65

- Use your HSA to pay for current eligible expenses.
- Withdrawals for ineligible expenses are subject to income tax and an additional 20% tax.

On or After Age 65

- Use your HSA to pay for eligible expenses tax-free or for ineligible expenses taxed at your normal tax rate.

Invest Any Time

You can invest all balances above \$2,000 directly on EMPOWER's portal. The list of available funds is available at info.empowerflex.com/content/EMPOWER-HSA-Investment-List.pdf. Earnings grow tax-free.

What Does it Cover?

There are thousands of eligible items, including:

- Copays, coinsurance, insurance premiums Doctor visits and surgeries
- Over-the-counter medications (first-aid, allergy, asthma, cold/flu, heartburn, etc.)
- Prescription drugs
- Birthing and Lamaze classes Dental and orthodontia
- Vision expenses, such as frames, contacts, prescription sunglasses, etc.

For a full list, visit empowerflex.com/eligibility-list.

Can I Enroll?

You must be enrolled in a High-Deductible Health Plan (HDHP) to enroll in the HSA. You're not eligible for an HSA if:

- You're claimed as a dependent on someone else's taxes.
- You're covered by another plan that conflicts with the HDHP, such as Medicare, a Medical Flexible Spending Account (FSA) or select Health Reimbursement Arrangements.
- You or your spouse are contributing to a Medical FSA.

Contribution Limits

2025 Tax Year

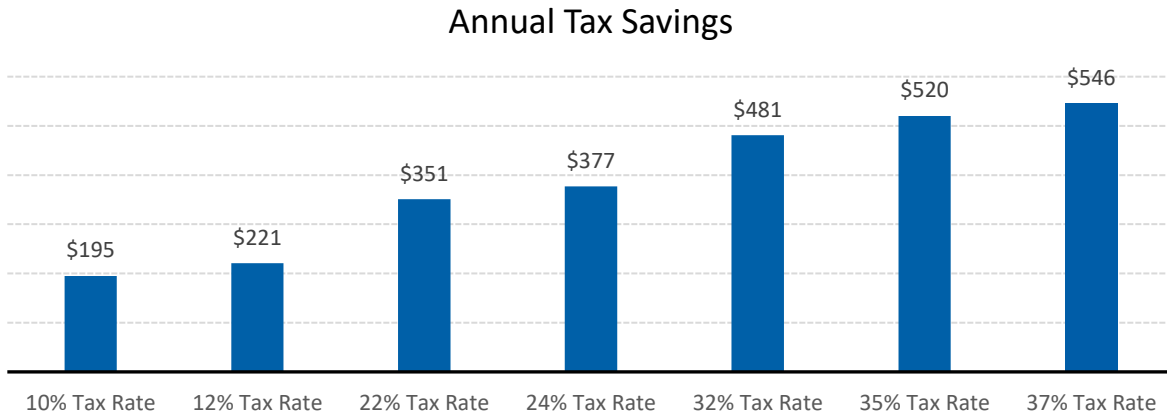
- \$4,300 for self only coverage
- \$8,550 for family coverage
- Those 55 and older can contribute an additional \$1,000.

2026 Tax Year

- \$4,400 for self only coverage
- \$8,750 for family coverage
- Those 55 and older can contribute an additional \$1,000.

How Much Can I Save on Taxes?

Below is an example of the annual tax savings from HSA contributions of \$50 dollars per paycheck. This assumes 26 pay periods per year and a 5% state income rate.



How Much Can I Save Over Time?

Below is an example of potential growth in your HSA based on \$4,000 annual contributions and a 6% rate of return.

