



HealthEquity® | HSA



Select  
Health

# Harness the power of a Health Savings Account

Inventive-Group

# Invest in your healthcare

HSAs are tax-advantaged accounts that let you put aside money for current and future healthcare costs while saving on taxes.



# Get the 'triple-tax advantage' only with HSA

- ✓ Tax-free contributions
- ✓ Tax-free account growth
- ✓ Tax-free spending for qualified medical expenses

HSA's are never taxed at a federal income tax level when used appropriately for qualified medical expenses. Also, most states recognize HSA funds as tax deductible with very few exceptions. Please consult a tax advisor regarding your state's specific rules.



# Tax-free contributions

**\$50**   
earned income



  
**HSA**  
**Not taxed**  
Keep all your money  
**\$50**  
Spending power

**Without HSA**  
**Taxed**  
\$10 to Uncle Sam  
**\$40**  
Spending power

Estimated savings are based on an assumed combined federal and state effective income tax rate of 20%. Actual savings will depend on your taxable income and tax status.

# HSA funds roll over year after year

- ✓ No 'use-it-or-lose-it'
- ✓ Funds don't expire at the end of a plan year
- ✓ Keep your HSA forever



# Tax-free spending on qualified medical expenses



## Medical care

- Doctor visits and copays
- Hospital services
- Telehealth



## Vision

- Eye exams
- Prescription glasses/contacts
- LASIK surgery



## Dental

- Teeth cleaning
- Dental reconstruction
- Orthodontia



## Personal health

- Over-the-counter pain relievers
- Period care products
- Crutches



## Alternative care

- Chiropractic care
- Acupuncture
- Massage\*



## Mental health

- Therapy sessions\*
- Prescriptions
- Treatment for substance abuse disorder

\*May require letter of medical necessity



**Who can you  
spend your  
HSA funds  
on?**

- A. Yourself
- B. Your spouse
- C. Your eligible tax dependents
- D. All of the above



## All of the above

You can use your HSA to cover qualified medical expenses for you and your eligible tax dependents, even if they are not eligible for an HSA themselves.





# Sign up for a high-deductible health plan (HDHP) to access an HSA

Lower premiums



Deductible

Out-of-pocket max

Coinsurance

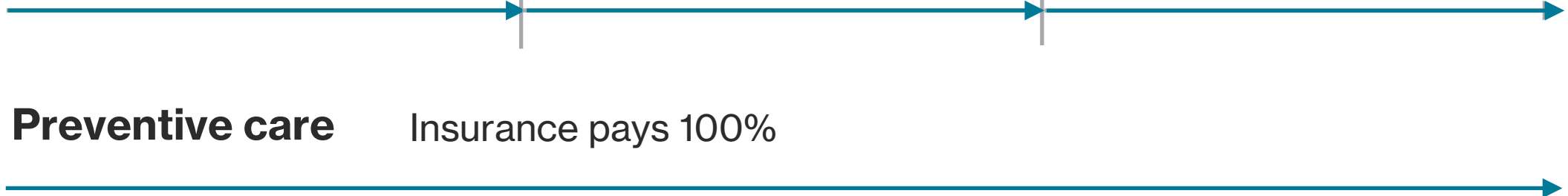
You pay 100%

You pay a fixed amount

Insurance pays 100%

Preventive care

Insurance pays 100%



# Think HDHPs cost too much? Not so fast!

**Use a plan comparison calculator** to enter in details and determine which will save you the most money.



[www.comparemyhsa.com](http://www.comparemyhsa.com)



# The more you contribute the more you save

Coverage	2025 Contribution limit
Individual	<b>\$ 4,300</b>
Family	<b>\$ 8,550</b>

Employer contributions*
<b>\$600 (\$50 per mo.)</b>
<b>\$600 (\$50 per mo.)</b>

Members 55+ can contribute an extra \$1000.

\*Employer contributions will be included in your total maximum contribution limit.

# Save \$1,700+

Families that contribute the max to their HSA can save more than \$1,600 on qualified medical expenses.

$$\begin{array}{r} \$8,550 \\ \times 20\% \\ \hline \end{array}$$

**\$1,710**

The example used is for illustrative purposes only; actual savings may vary. The figure is based on average tax rate of 20%, including state, federal and FICA taxes. Savings based on contributing the maximum family amount of \$8,300.



# If you are on an individual HSA

Because your  
employer contributes

**\$600**

---

You will need  
to contribute

**\$3,700**

---

in order to reach the  
maximum contribution limit.



# If you are on a family HSA

Because your employer contributes

**\$600**

---

You will need to contribute

**\$7,950**

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in order to reach the maximum contribution limit.





# Which benefits make you likely to enroll in a HDHP + HSA?

- A. Choose lower healthcare insurance premiums
- B. Create a healthcare emergency safety net
- C. Invest your HSA in low-cost mutual funds
- D. Money in your HSA rolls over each year, every year



# There's no wrong answer

HSA's let you keep your money and own your healthcare.





# If you love a 401(k), meet your new best friend

## 401(k)

## HSA

FICA taxed contributions	100% tax-deductible contributions
Tax-free earnings	Tax-free earnings
Medical expenses taxed as ordinary income	Tax-free distributions for medical expenses
Regular expenses taxed as ordinary income	Regular expenses taxed as ordinary income
Minimum distributions required	No minimum distributions

# Meet Camilla

## Individual Plan

She decides to use the money she saves on premiums to fund an HSA.

Camilla  
contributes

**\$2,400**

Her annual  
tax savings<sup>1</sup>

**\$480**



<sup>1</sup>Assumes Camilla pays 20% of her income in federal, State and social security taxes. Actual tax savings may vary and will depend on your HSA contributions, applicable State tax rates and your personal tax situation. Please consult your tax adviser for details. | The example used is for illustrative purposes only.

# Camilla's HSA savings

After months of contributing to her HSA, she received a \$700 bill, and is interested to see how much she saved.

## Without an HSA

- + \$1,000 from paycheck
- \$200 to taxes
- \$700 hospital bill

---

**\$100**  
leftover

## With her HSA

- + \$1,000 from paycheck
- \$0 to taxes
- \$700 hospital bill

---

**\$300**  
left to rollover



# Meet Evan & Mia

## Family Plan

They decide to enhance their tax savings and start building their health savings.

Evan & Mia  
contribute  
**\$8,000**

Their annual  
tax savings<sup>1</sup>  
**\$1,600**



<sup>1</sup>Assumes Mia & Evan pay 20% of their income in federal, State and social security taxes. Actual tax savings will depend on your HSA contributions, applicable State tax rates and your personal tax situation. Please consult your tax adviser for details. The example used is for illustrative purposes only.

# Evan & Mia's HSA savings

After \$5,000 in healthcare expenses for the year, they're curious how much they can rollover and invest<sup>1</sup> the following year.

## Without an HSA

- + \$8,000 from paycheck
- \$1,600 to taxes
- \$5,000 in expenses

---

**\$1,400**  
leftover

## With her HSA

- + \$8,000 from paycheck
- \$0 to taxes
- \$5,000 in expenses

---

**\$3,000**  
left to rollover

<sup>1</sup>Minimum account thresholds may apply before being able to invest. Investments are subject to risk, including the possible loss of the principal invested, and are not FDIC or NCUA insured, or guaranteed by HealthEquity, Inc. Investing through the HealthEquity investment platform is subject to the terms and conditions of the Health Savings Account Custodial Agreement and any applicable investment supplement. Investing may not be suitable for everyone and before making any investments, review the fund's prospectus.  
\*Assumes they pay 20% of their income in federal, State and social security taxes. Actual tax savings will depend on your HSA contributions, applicable State tax rates and your personal tax situation. Please consult your tax adviser for details.



# How do I get an HSA?

**Sign up for a HDHP** and meet these qualifications:

- ✓ No access to a healthcare FSA
- ✓ Not claimed as a dependent on anyone's tax return
- ✓ Not enrolled in Medicare
- ✓ Minimum age to open an HSA is 18



# HealthEquity makes saving easy

- ✓ 24/7 Member Services via call or chat
- ✓ On-the-go access with our mobile app<sup>1</sup>
- ✓ Fast, convenient payment and reimbursement
- ✓ Simple investing from the Investment Desktop or HealthEquity mobile app

<sup>1</sup>Accounts must be activated via the HealthEquity website or mobile app in order to use the mobile app.



# Get started today!

## 1

### Sign up

- ✓ Enrollment dates:  
11/11/2024-  
11/30/024
- ✓ Enroll here:  
Your ADP Account
- ✓ Choose a HDHP:  
SelectHealth 3500-HDHP-HSA

## 2

### Contribute

- ✓ Pre-tax  
through payroll
- ✓ Amount withheld  
from each  
paycheck is  
typically equal

## 3

### Access account

- ✓ Register and login at  
[www.HealthEquity.com/login](http://www.HealthEquity.com/login)
- ✓ Purchase qualified medical  
expenses
- ✓ Remember to save  
all receipts



The HealthEquity logo is displayed in white text on a dark purple rectangular background in the top left corner. A small yellow icon of a speech bubble with three lines inside is located in the top left corner of the overall image.

HealthEquity®

# Questions?

We're here for you 24/7.

866.735.8195 | [HealthEquity.com/Learn](https://HealthEquity.com/Learn)

