



Health Savings Accounts

Maximize your HSA

A Health Savings Account, or HSA, is a tax-advantaged savings account you can use for healthcare including dental and vision expenses. Along with saving you money on taxes, HSAs can help you grow your nest egg for retirement.

How your HSA works:

- Contribute to your HSA by payroll deduction.
- Pay for qualified medical expenses for yourself, your spouse and your dependents.
- Use your HSA Bank Health Benefits Debit Card to pay directly, or pay out of pocket for reimbursement or to grow your HSA funds.
- Roll over any unused funds year to year. It's your account and stays with you even if you leave USG or enroll in another plan.
- Invest your HSA funds and potentially grow your savings.¹

What's covered?

You can use your HSA funds to pay for any IRS-qualified medical expenses, like doctor visits, hospital fees, prescriptions, dental exams, vision appointments, over-the-counter medications and more.

Visit hsabank.com/QME for a full list.

Am I eligible for an HSA?

To be eligible to open an HSA, you must meet the following criteria:

- Not covered under any other health plan that is not a high-deductible healthcare plan.
- Not currently enrolled in Medicare or TRICARE.
- Not claimed as a dependent on another person's tax return.
- Not receiving medical benefits through the VA during the preceding three months.

How much can I contribute?

The IRS limits how much you can contribute to your HSA every year. This includes contributions from your employer, spouse, parents and anyone else.²

	2024		2025	
	 SINGLE PLAN	 FAMILY PLAN	 SINGLE PLAN	 FAMILY PLAN
Maximum contribution limit	\$4,150	\$8,300	\$4,300	\$8,550

Catch-up contributions

You may be eligible to make a \$1,000 HSA catch-up contribution if you're:

- Over 55.
- An HSA accountholder.
- Not enrolled in Medicare (if you enroll mid-year, annual contributions are prorated).

HSA employer contribution match

As a USG employee, you can take advantage of a \$1 for \$1 matching HSA contribution as follows:

- Single – \$375
- Family – \$750

Triple tax savings

A huge way that HSAs can benefit you is they let you save on taxes in three ways.

- 1** You don't pay federal taxes on contributions to your HSA.³
- 2** Earnings from interest and investments are tax-free.
- 3** Distributions are tax-free when used for qualified medical expenses.

¹ Investment accounts are not FDIC insured, may lose value and are not a deposit or other obligation of, or guarantee by the bank. Investment losses which are replaced are subject to the annual contribution limits of the HSA.

² HSA contributions in excess of IRS limits are subject to penalty and tax unless the excess and earnings are withdrawn prior to the tax filing deadline as explained in IRS Publication 969.

³ Federal tax savings are available regardless of your state. State tax laws may vary. Consult a tax professional for more information.



Scan the code, visit the USG Employee Resource Center at www.hsabank.com/USG or call 833-228-9352 for more information.



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