

# HSA

Financial security for  
rainy days and  
retirement



Hello!

We're **Navia Benefit Solutions** and we administer the HSA provided to you by your company. This toolkit will help you understand what an HSA is, how it works, and the many ways you can save money by participating. It also offers tips and tools for understanding your healthcare finances and becoming a more aware healthcare consumer.



# Health Savings Account (HSA)

An HSA is a personal expense account that works with a high deductible health plan (HDHP), allowing you to set aside a portion of your salary pre-tax to pay for qualified medical expenses.

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## The money is yours and carries over every year. No "use-it-or-lose-it!"

Funds in your HSA account stay with you, even if you change jobs. And, if you're no longer covered by an HDHP, your account stays active and you can use remaining funds for medical expenses. Your money rolls over every year, which allows you to save for the future!

## Tax-free when you put it in and take it out

The money is tax-free both when you put it in, and when you take it out to cover qualified medical expenses.

## Money earns interest and may be invested in mutual funds

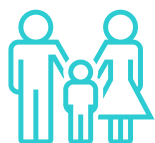
Your unused funds earn federal tax-free interest. And, if you maintain a minimum balance of \$1,000, your additional funds may be invested in mutual funds yielding tax-free earnings.

## Family coverage

It covers you, your spouse, and eligible dependents!

## Maximum Contribution

The maximum contribution in 2023 for an individual is \$3,850 and \$7,750 for families, increasing in 2024 to \$4,150 for individuals and \$8,300 for families. The annual "catch-up" contribution amount for individuals age 55 or older is \$1,000.



**FAMILY**

COVERS YOUR  
WHOLE FAMILY



**EASY**

MULTIPLE WAYS TO  
SUBMIT CLAIMS



**\$4,150**

MAXIMUM  
CONTRIBUTION  
INDIVIDUAL



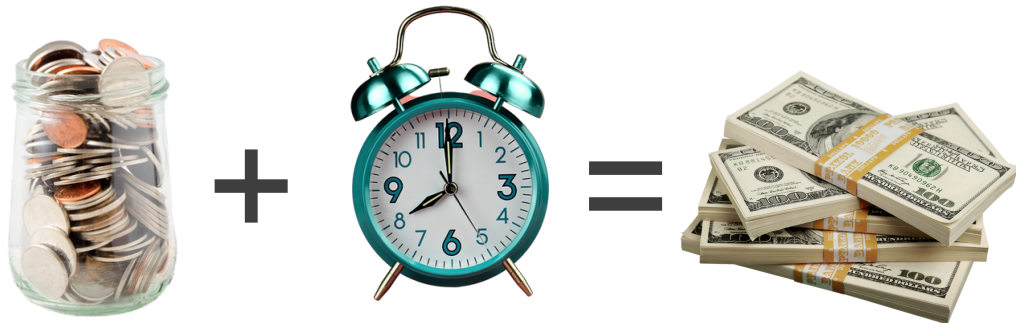
**\$8,300**

MAXIMUM  
CONTRIBUTION  
FAMILY

## Pay 30% less on medical expenses

You and your employer can contribute tax-free dollars into your HSA throughout the year up to the annual individual or family limit set by the IRS. The funds in the HSA can be used to pay for your out-of-pocket medical expenses.

Federal, state, and FICA taxes lower your take-home pay by 30% or more, leaving the remaining 70% for your living expenses. When you use an HSA, you set aside money before it is taxed, so you spend the entire 100% of your earned income. This means you save 30% on your out-of-pocket healthcare expenses when you use your HSA. **It's like free money!**



## Grow your investment year-over-year and prepare for the future

You must have a high-deductible health plan (HDHP) to qualify for an HSA. HSA holders cannot spend more than the funds that have been deducted from their paycheck. However, they can file for reimbursements later in the year for expenses that were incurred when they had a lower balance. Unlike an FSA, your HSA balance rolls over year-over-year, which allows you to save for the future.



**Example:** Tim chooses an HSA because he's a young, healthy single man without a lot of medical costs and the money he saves can be rolled over year-after-year. **He signs up to contribute \$2000 for the year, which saves him \$600 in pre-tax savings (30%).** As Tim gets older, he starts a family and these extra funds come in handy to help pay for unexpected medical costs. He's also happy he invested in an HSA when he was young because he has grown his investment over the years with interest and mutual funds.

# How does it work?



## Estimate your annual election

During your open enrollment use an HSA calculator to estimate your expenses for the plan year and come up with how much your annual election should be.



## Monthly paycheck deductions

Your annual election amount will be evenly deducted pre-tax from your paycheck throughout the plan year. Contribution changes are allowed during the plan year; however, your employer may restrict or limit changes for administrative purposes. Check with your employer for details.



## Pay and submit claims!

Claims can be submitted online or through Navia's mobile app. Some Navia plans also offer a debit card, which is your fastest way to pay and avoid a claim.



## Invest your funds

Once you enroll, you will be given access to a secure, easy-to-use web portal where you can track your account balance, view your investment accounts, and submit claims.



Learn more about what  
an HSA can offer you

[Watch](#)



How much should you  
contribute to your HSA?

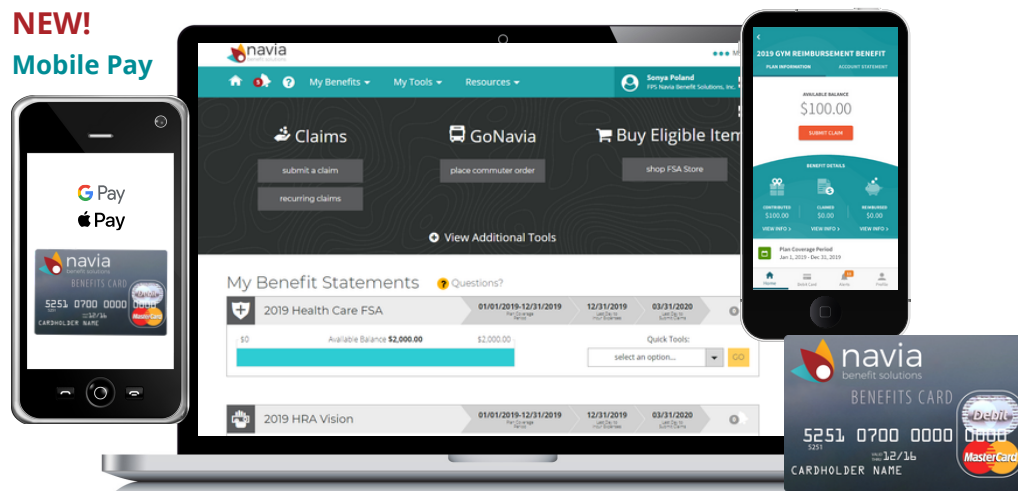
[Calculate now](#)

# Accessing your benefits couldn't be easier!

Just swipe your Navia Benefit Card to pay for eligible healthcare expenses. Funds come directly out of your HSA and are paid to the provider. Some swipes require us to verify the expense, so hang on to your receipts! If we need to see it, we will send you a notification. Navia Mobile Pay is also available for any participant that has the Navia Benefit Card.

[Learn more.](#)

**IMPORTANT!** Some plans do not include the Navia Debit Card, but that's ok! You can also submit claims through Navia's online portal, mobile app, email, fax, or mail. Claims are processed within a few days and reimbursements are issued according to your employer's reimbursement schedule.



## Navia is here for you!

We're committed to providing you with unparalleled customer service. If you have questions, we're here to answer them!

**U.S.**

100% US-based, live customer support with offices in every time zone

**45 sec**

If you have a question, you wait less than a minute to talk with a live Navia expert

**2 days**

Claims are turned around within 2 days to ensure you are reimbursed fast

# Why should I enroll?

## Save enough money to pay for three months of groceries or a gym membership for a year

If you're like the average consumer, you normally spend \$1,400/year on out-of-pocket healthcare expenses (e.g. prescriptions, contacts, braces, and even products like Band-Aids). With an HSA, you only pay \$980 for those same expenses—saving \$420 (assuming a tax rate around 30%). If you elect the full \$4,150, you save over \$1,200.

## Cover your deductible or COBRA premiums

Give yourself a safety net to cover medical expenses, like your deductible or COBRA insurance, if you decide to change jobs. Since you take the money with you even when you switch jobs, an HSA can be invaluable in making sure you still have health coverage.

## Save enough over the lifetime of your HSA to cover your healthcare costs during retirement

The average American couple will need \$301,000 to cover out-of-pocket health care costs in retirement. An HSA can help fill this Medicare gap as well as dental, hearing, and vision expenses. Qualified medical expenses remain tax-free, even into retirement. In addition, after age 65, you can use your HSA much like a 401(k) and withdraw funds for any purpose.



**\$2,100**

AVERAGE  
ANNUAL  
ELECTION



**\$301K**

AVERAGE COST OF  
HEALTHCARE DURING  
RETIREMENT



**\$1,200+**

AMOUNT YOU CAN SAVE.  
EQUIVALENT TO THREE  
MONTHS OF GROCERIES



# 38,000 ways to spend your HSA!

## There are 38,000 products and services you can buy for with tax-free HSA money

Spend your money on anything from medicines and hospital services to acupuncture and training a service dog. Here are just a few to give you an idea:



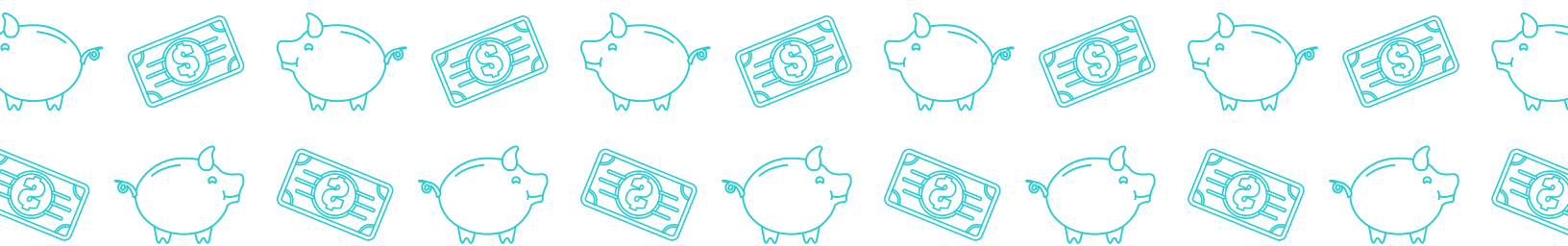
- Over-the-counter drugs
- Feminine care products
- Home Covid-19 tests
- Personal protective equipment (PPE)
- Prescriptions
- Copays & Coinsurance
- Deductibles
- Office Visits
- Dental work
- Orthodontia
- Glasses & Contacts
- Chiropractic
- Massage
- Acupuncture
- Capital improvements to your home, such as ramps, railings and support bars
- Mileage for travel to and from healthcare appointments

- Night guards
- Bandages and other medical supplies
- Sunscreen
- Birth control
- Breast pumps
- Breast reconstruction surgery
- Childbirth classes
- Eye surgery, including laser eye surgery and Lasik
- Fertility treatments and monitors
- Flu shots
- Hearing aids and batteries
- Insulin
- Lab fees
- Physical therapy
- Prescription sunglasses

- Psychologists and therapy
- Stop-smoking programs
- Vaccinations and immunizations
- Walking aids like canes, walkers and crutches
- Weight-loss program (if it's a treatment for a specific disease diagnosed by a physician)
- Wheelchairs
- X-rays
- Nursing services
- Prosthesis

[Click here for a full list of eligible items](#)





## Bottom line

If you plan on spending even a dollar out-of-pocket for healthcare this year, a tax-advantaged benefit account will save you an average of 30% on every expense.

### **Enroll now!**

In order to participate in your company's HSA program you will need to sign up during your open enrollment period. Even if you participated last year, you will still need to re-enroll during this year's open enrollment.

# Want to know more?

Below are some additional resource to help you get the most out of your Health Savings Account benefit! Click to learn more.



**[Health Savings Account Tax Reporting Instructions](#)**



**[Tax Saving Calculator](#)**



**[HSA Store](#)**

