



HSA **fact** sheet: Easy to understand answers to common HSA questions

Here are some of the questions most often asked about healthcare savings accounts (HSAs), along with plain-language answers.

Is an HSA the same as an FSA?

No. An HSA is a tax-deductible savings account that lets you save every year toward healthcare expenses. There's no use-it-or-lose-it rule, and you can grow your account through interest and investments. And it's portable, so you take it with you if you ever leave the company. To maintain an HSA, you must be enrolled in a high deductible health plan (HDHP).

Will I lose the money in my HSA if I don't spend it?

No. There's no use-it-or-lose-it rule with an HSA, so every dollar that goes into it becomes available for your use.

How much can I contribute to my HSA?

For 2025, single taxpayers can contribute up to \$4,300; families can contribute up to \$8,550. Anyone over age 55 can contribute an additional \$1,000.

How does an HSA save me money on taxes?

Three ways:

- You pay no tax on the money you or your employer put into your HSA, up to the IRS limits.
- You pay no taxes on interest and investment returns earned in your HSA.
- You pay no tax on HSA money when you use it to pay eligible healthcare expenses.

When is my HSA funded?

You or your employer can add money to your HSA at any time during the year. There's no enrollment period. Most employees fund their HSAs through payroll deduction.

Who owns my HSA?

You own it outright. If you leave the company for any reason, you own the account, including any interest earned.

What expenses are eligible for my HSA?

Eligible expenses include many out-of-pocket costs not covered by your insurance plan, including copayments, coinsurance and prescriptions. Costs for many healthcare products and services are also eligible.

Where can I get more information about enrolling in an HSA?

Visit our website. It has everything you need to know—including a video library, tools and calculators, enrollment forms and other details.