

Health Savings Account (HSA)

HSAs are an employer-sponsored benefit account for people with a qualified high deductible healthcare plan. Participants make pre-tax contributions into their account and use the funds for out-of-pocket eligible medical expenses for themselves and their dependents.

Triple Tax Savings!

Participants enjoy three major tax benefits:

- Contributions to the HSA are made before taxes, saving on Federal, State, and FICA taxes
- 2. Withdrawals made for eligible medical expenses are tax free
- **3.** Account earnings (interest on the balance and investment income) are tax free

Additional HSA Benefits include:

- You own the account! If your employment status changes for whatever reason, you keep the account forever and can continue using the funds
- Invest your funds once your account balance reaches \$1,000 and grow your account quickly

Eligible Expenses

See pages 6-7 for a list of eligible medical expenses. Contact your Benefits Representative for more details.

2023/2024 Annual Contribution Limits

Participants with individual coverage:

Participants with family coverage:



2023: **\$3,850** 2024: **\$4,150**



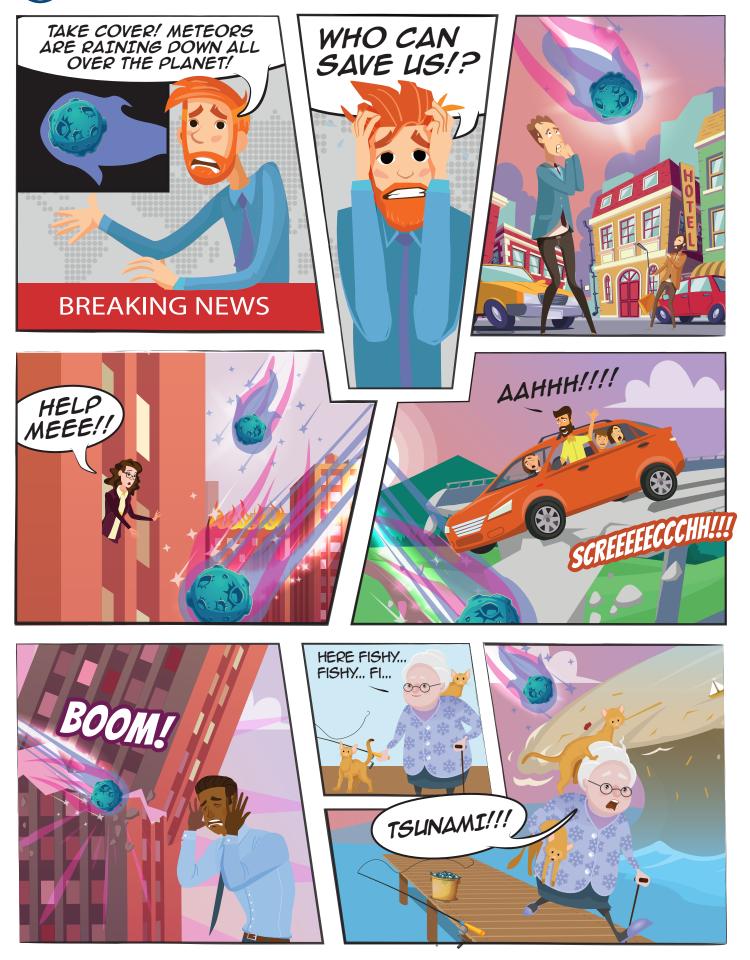
2023: **\$7,750** 2024: **\$8,300**

- After age 55, you can make "catch up" contributions of up to \$1,000 over the annual limit
- Use your funds as a retirement account – starting at age 65, any withdrawals for non-qualified expenses are taxed as regular income

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Customer Service Toll-Free 877-685-0655 benefits@beneliance.com beneliance.com PO Box 55068 Little Rock, AR 72215

(CC) INTUISED SODE HSAS AND THE MENACING METEOR!







HSA ELIGIBLE EXPENSES

The following is a list of eligible expenses. For more detailed information, see IRS Publication 502.

Acupuncture Alcoholism treatment Allergy shots and testing Ambulance (ground or air) Artificial limbs Blind services and equipment Car controls for handicapped* Chiropractor services Coinsurance and deductibles Contact lenses Crutches, wheelchairs, walkers Dental treatment Dentures Diagnostic tests Doctor's fees

Drug addiction treatment & facilities Drugs (prescription) Eye examinations and eyeglasses Home health and/or hospice care Hospital services Insulin Laboratory fees LASIK eye surgery Medical alert (bracelet, necklace) Medical monitoring and testing devices* Nursing services **Obstetrical expenses** Occlusal guards Operations and surgeries (legal) **Optometrists** Orthodontia Orthopedic services Osteopaths Oxygen/oxygen equipment

Physical exams Physical therapy Psychiatric care (psychologists, psychotherapists) Radial keratotomy Schools (special, relief, or handicapped) Sexual dysfunction treatment Smoking cessation programs Surgical fees Television or telephone for the hearing impaired Therapy treatments* Transportation (essentially and primarily for medical care; limits apply) Vaccinations Vitamins* Weight loss programs* X-rays

OTC MEDICATIONS AND PRODUCTS

Acne medications & treatments Allergy & sinus, cold, flu & cough remedies Antacids & acid controllers Antibiotic & antiseptic sprays, creams & ointments Anti-diarrheals Anti-diarrheals Anti-fungals Anti-gas & stomach remedies Anti-itch & insect bite remedies Anti-parasitics Digestive aids Baby care (diaper rash ointments, teething gel, rehydration fluids, etc.)



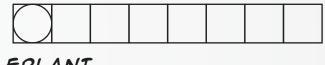
Bandages and bandaids Breast pumps for nursing mothers **Braces & supports** Contact lens solution Contraceptives (condoms, gels, foams, suppositories, etc.) **CPAP** equipment & supplies **Diabetic testing** supplies/equipment Durable medical equipment (power chairs, walkers, wheelchairs. etc.) Eczema & psoriasis remedies Eye drops, ear drops, nasal spravs First aid kits Hemorrhoidal preparations

Home diagnostic (pregnancy tests, ovulation kits, thermometers, blood pressure monitors, etc.) Hydrogen peroxide, rubbing alcohol Laxatives Medicated bandaids & dressings Menstrual care products Motion sickness remedies Nicotine patches and other smoking cessation aids OTC varieties of Insulin Pain relievers (aspirin, ibuprofen, acetaminophen, naproxen, etc.) Personal protection equipment (PPE) Reading glasses Sleep aids & sedatives Wart removal remedies, corn

UNSCRAMBLE AND SOLVE:



ASTRODIE



EPLANT



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WHAT DO YOU CALL THE ADDITIONAL \$1,000 HSA CONTRIBUTION YOU CAN MAKE AFTER AGE 55?

patches

SOLVE:





ANSWER: CATCH UP

For more Adventures of Captain Contributor, and to learn how you can make the most of your hard earned dollars, ask your third party administrator about FSA, DCAP, and HSA accounts.

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> > **NVISIBLE**

Protect your head and keep

your new do looking great

May not be safety-approved;

check local and state laws.

with an invisible helmet!



You too can be daring, handsome, and corny! You can swap jokes with your dad.





NÖBENEFYTE KIT

ROCKET JET It's a bird! It's a plane! It's...YOU with your own rocket jetpack! Be sure to wear your invisible helmet when flving.



SNEEZING

This stuff will have them

sneezing for hours! Powerful!

Just a pinch in the air can send

an entire room into sneezing

fits. Try some out on your

neighbor's kid TODAY!

You can pay **COBRA** premiums with an HSA.

> Jrue :J9WSNA

Looks like real aum. but turns people into **pickles**! Your siblings will never

trust you again.



This wall-sized GIANT ANT FARM will be the toast of your town! Watch the little giants dig their tunnels, it's miles of fun!

BEFORE

AFTER

THANKS FOR **READING!**

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