



Take control of your healthcare spending with a health savings account (HSA)



An HSA can help you save for and manage healthcare costs now and in the future.

Potentially reduce healthcare costs

- An HSA works together with an HSA-qualified health insurance plan that typically has lower premiums but a higher annual deductible than a first-dollar coverage health plan.¹ An HSA-qualified plan has an out-of-pocket maximum, which can help protect you financially if you have ongoing medical costs or a chronic condition.
- Just put the money you would have paid toward first-dollar coverage health premiums into your HSA. That money is yours to use for qualified medical expenses if and when you need it—now or in the future.
- Your employer may also contribute to your HSA.²

Benefit from a triple tax advantage

- Pretax contributions help reduce your annual taxable income.³
- Any earnings on your HSA balance grow tax free.
- Withdrawals for qualified medical expenses are tax free.⁴

Keep your money year after year

- Unlike a flexible spending account (FSA), your HSA balance will automatically roll over year after year, providing for long-term savings potential.
- Even if you change employers or health plans, you own your HSA and can use the balance at any time to cover out-of-pocket healthcare expenses for you, your spouse and eligible dependents.

Invest for future expenses

- Choose how to invest your HSA from a menu of options offered by your provider for the potential to grow your savings for qualified medical expenses at any time.⁵
- Once you're 65, you can withdraw money from your HSA for any reason. If you don't use the money for qualified medical expenses, you'll just owe ordinary income taxes on the withdrawal.



Health plan with lower premiums, a higher deductible and an out-of-pocket maximum

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Health savings account (HSA)



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Lifelong savings for healthcare expenses

Check your eligibility

Saving in an HSA has many advantages. But be sure you and your spouse are aware of insurance plans and coverage that could prevent you from contributing to an HSA.

 HSA-compatible insurance and coverage	 Incompatible coverage (cancels HSA eligibility)
<ul style="list-style-type: none"> Dental coverage or insurance Vision coverage or insurance Cancer and other specific-illness insurance Hospital indemnity insurance Accident insurance Medical liability insurance Limited purpose medical flexible spending account (FSA) or health reimbursement account (HRA)⁶ 	<ul style="list-style-type: none"> Medicare Medicaid Tricare VA or Indian health benefits⁷ Full purpose FSA or HRA, including through a spouse Other health plans with low deductibles

Use your HSA for qualified medical expenses

You can use your HSA tax free for a variety of qualified medical expenses—for yourself, your spouse and eligible dependents.



- Health plan deductibles, copays & coinsurance
- Qualified long-term care premiums
- Medicare Part B, C & D premiums
- Out-of-pocket Rx drug costs
- Out-of-pocket dental costs
- Out-of-pocket hospital & surgical costs
- COBRA continuation coverage
- Out-of-pocket vision & hearing costs
- Over-the-counter medications

Compare the HSA and FSA

If you have an FSA to use for healthcare expenses, consider the advantages of an HSA.

Health savings account (HSA) Enrollment in an HSA-qualified health plan required	Medical flexible spending account (FSA) Can be used with any type of health plan
<p>Use it or save it</p> <ul style="list-style-type: none"> Owned by you Tax-free dollars to pay for <i>current or future</i> qualified, out-of-pocket medical expenses Spend now or save your account balance for later Invest for potential growth opportunity Change your HSA deferral amount at any time 	<p>Use it or lose it</p> <ul style="list-style-type: none"> Owned by your employer Tax-free dollars to pay for <i>current</i> qualified, out-of-pocket medical expenses only Must spend full amount within 2½ months following the benefit plan year or forfeit the balance⁸ No interest or investment opportunity Change your FSA deferral amount during open enrollment or during a qualifying life event⁹

Manage your HSA contributions

Like other savings plans, HSAs come with rules and annual contribution limits defined by the IRS. You decide how much and how frequently you want to make HSA contributions.

	2023		2024	
	Single	Family	Single	Family
HSA contribution maximum¹⁰	\$3,850	\$7,750	\$4,150	\$8,300
Catch-up contributions for age 55 and up¹¹	\$1,000	\$1,000	\$1,000	\$1,000
HDHP minimum deductible	\$1,500	\$3,000	\$1,600	\$3,200
HDHP out-of-pocket maximum	\$7,500	\$15,000	\$8,050	\$16,100

Find out more

Call **800-842-2252**, weekdays, 8 a.m. to 10 p.m. (ET).

Or schedule a meeting with a financial consultant at **TIAA.org/schedulenow** or call **800-732-8353**, weekdays, 8 a.m. to 8 p.m. (ET).



- ¹ First-dollar health plan coverage does not have any copays or out-of-pocket expense requirements before your health plan coverage begins.
- ² Not all employers contribute to an HSA.
- ³ You can contribute to an HSA as long as you are covered by a qualified, high-deductible health plan (HDHP).
- ⁴ Withdrawals must be used for qualified medical expenses.
- ⁵ Subject to the plan's available investment options and minimum investment balance requirements.
- ⁶ A limited purpose medical FSA or HRA can be used to cover vision and dental expenses only.
- ⁷ Receiving care from Indian Health Service (IHS) or the Department of Veterans Affairs (VA)—except for dental, vision or preventive care—makes individuals ineligible to make HSA contributions for a period of time. You may not make HSA contributions in each month that you received medical benefits from VA or from an IHS facility at any time during the previous three months. However, if your spouse meets the eligibility requirements, your spouse may contribute the full family maximum and pay for the family's expenses from their HSA.
- ⁸ A carryover amount may apply. Contact your employer for more details.
- ⁹ A qualifying life event includes, but is not limited to, birth of a child, adoption of a child, marriage, divorce, and a move to a different zip code or county. See [HealthCare.gov](https://www.healthcare.gov) for more details.
- ¹⁰ This includes any employer contributions, if applicable.
- ¹¹ If your spouse is 55 and over and covered by an HSA-qualified health plan, they can contribute \$1,000 to an HSA in their name.

Distributions for qualified medical expenses are tax free. Any distributions prior to age 65 and not used for qualified medical expenses are subject to ordinary income tax and a 20% excise tax. Any distributions after age 65 that are not used for qualified medical expenses are taxable as ordinary income.

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