



Your Benefits *matter*

YOUR HSA: FREQUENTLY ASKED QUESTIONS

Everything you need to know about your Health Savings Account

? **What is a Health Savings Account (HSA)?**

An HSA is a personal account that lets you save and spend money for eligible healthcare expenses using pre-tax dollars. When you're enrolled in a Beacon HSA-eligible medical plan, you can contribute through payroll deductions, helping reduce your taxable income.

Unlike an FSA, unused HSA money rolls over every year and remains yours, even if you leave Beacon Mobility or retire.

? **Why would I choose an HSA?**

Many employees choose an HSA because it helps them:

- Pay for healthcare expenses with pre-tax dollars
- Lower their taxable income
- Build savings for future healthcare expenses
- Keep unused funds year after year
- Take the money with them if they change jobs or retire
- Potentially invest their balance for long-term growth

Think of an HSA as both a healthcare spending account and a long-term savings tool.

? **Which Beacon Mobility medical plans are HSA-eligible?**

You can contribute to an HSA if you're enrolled in:

- High Deductible Plan (HDP)
- Value Plan

You cannot contribute to an HSA if you're enrolled in:

- PPO Plan

? **Who is eligible to contribute to an HSA?**

To contribute, you must:

- Be enrolled in a Beacon HSA-eligible medical plan
- Not be enrolled in Medicare
- Not be covered by another non-HSA-qualified medical plan
- Not be claimed as a dependent on someone else's tax return

? **How much can I contribute?**

For 2027, IRS contribution limits are:

- Individual coverage: \$4,500
- Family coverage: \$9,000
- Age 55 or older: Additional \$1,000 catch-up contribution

These limits include contributions made by both you and Beacon Mobility, if applicable.

? What can I use my HSA money for?

You can use HSA funds for eligible healthcare expenses for:

- Yourself
- Your spouse
- Your eligible dependents

Common expenses include:

- Doctor visits
- Urgent care
- Prescriptions
- Dental care
- Orthodontia
- Glasses/Contact lenses

? Do I have to spend all my HSA money each year?

No. There is no “use it or lose it” rule. Any unused balance automatically rolls over to the next year and continues accumulating. This is one of the biggest advantages of an HSA.

? What happens if I leave Beacon Mobility?

Your HSA belongs to you. If you leave Beacon Mobility, retire, or change jobs, your account stays with you. You can continue using the money for qualified healthcare expenses.

? Can I invest my HSA balance?

Yes. You may be able to invest a portion of your balance once you meet the required minimum balance threshold. Many employees use their HSA as a long-term healthcare savings strategy because investment earnings can grow tax-free when you use the funds for qualified expenses.

? What's the difference between HSA and an FSA?

HSA	FSA
Money rolls over year after year	Funds may be subject to a use-it or lose-it rule
You own the account	Account is tied to your employer
Can be invested and grows over time	Cannot be invested and intended for short-term expenses

? Can I change my contribution amount during the year?

Yes. Unlike many benefit elections, HSA contribution amounts can generally be increased, decreased, or stopped during the year, subject to payroll deadlines and IRS annual limits.

? Why do people call an HSA a “triple tax advantage”?

HSAs offer three potential tax benefits:

1. Contributions are made pre-tax.
2. Earnings and investment growth are tax-free.
3. Withdrawals for qualified healthcare expenses are tax-free.

This makes an HSA one of the most tax-advantaged savings vehicles available.