

## Thinking about the BlueChoice Health Savings Account HSA Plan?

HSA Plans are quickly growing in popularity. And there are lots of good reasons why:

- » **The Catholic University of America contributes to your Health Savings Account (HSA)** — if you sign up for the HSA eligible plan and elect to enroll in the HSA, Catholic University contributes to your Health Savings Account (HSA). This contribution can help cover part of the cost of your annual deductible. In 2025, The Catholic University of America will contribute to your HSA account: Employer contributions are prorated for any mid year elections.
  - \$300 per year if you have employee only coverage
  - \$600 per year if you have employee + 1 or family coverage
- » If you choose not to contribute to the account, you must elect \$0 to receive the University contribution.
- » **No use it or lose it rule** — Unlike a Flexible Spending Account (FSA), money in your HSA can stay in your account and grow if you don't use it. So there is no risk to contributing to the account — unlike FSA contributions, which you lose if you don't use by March 15th of the next year. In fact, even if you later choose not to participate in the HSA Plan, you can still keep your HSA open.

### How much can you contribute to a HSA?

There are federal limits to the amount you can contribute annually to your HSA and vary based on your coverage. Contribute up to:

- » \$4,300 if you have individual coverage
- » \$8,550 if you have employee + 1 or family coverage
- » If you are 55 years old or older, you may contribute an additional \$1,000 annually to the limits listed above
- » The above limits include your employer contribution
- » If you are 65+ and enrolled in Medicare you may not make contributions to an HSA

### Change your HSA contribution amount quarterly

Let's say it's October and you have had minimal out-of-pocket expenses and you would really like to discontinue your monthly contributions. You can!

Or, you may find that you have a large, unexpected medical bill and want to contribute more to your account. You can! Either one works with an HSA. (Just make sure you don't contribute more than the current IRS limit when you start making extra contributions) To change contributions, contact the Office of Human Resources.

Save extra for the future — HSA money doesn't have to be used now. It doesn't even have to be used while you work for The Catholic University of America. Your account is yours to keep — including any unused contribution from The Catholic University of America — and is totally portable. You can use it for future medical expenses, and it can even be used for medical expenses after retirement including COBRA.

### Medical Benefit Exclusions

No payment will be made under The Catholic University of America's medical plan for expenses incurred for:

- » Oral contraceptives and devices
- » Oral and injectable fertility drugs administered in conjunction with artificial insemination in-vitro fertilization (IVF), GIFT, ZIFT, tubal ligation, vasectomy or any other treatment designed to replace normal reproductive processes to achieve pregnancy
- » Infertility services and infertility drugs, or abortion