

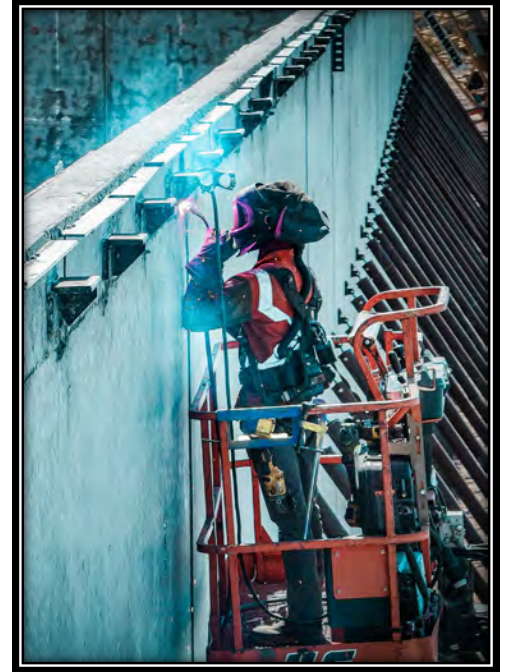
## Health Savings Account

### WHAT IS A HEALTH SAVINGS ACCOUNT (HSA)?

A health savings account is a tax-advantaged savings account owned by an individual that can be used to pay for qualified medical expenses for the owner and their dependents. An HSA, which must be paired with a qualified High Deductible Health Plan, allows you and your employees to make pre-tax contributions to a federally-insured account that can be used to pay for qualified medical expenses.

By selecting an HSA-qualified plan, you are eligible to contribute tax-free money up to the amount listed in the graph below into an HSA. Your HSA funds can then be used tax-free to pay for qualified medical expenses. In addition, BZI will match your annual Health Saving Account contributions as shown in the graph below.

2025 CONTRIBUTIONS	IRS MAXIMUM LIMIT	EMPLOYEE ANNUAL MAX	EMPLOYER ANNUAL MAX MATCH
Single	\$4,300	\$2,150	\$2,150
Two Party	\$8,550	\$4,275	\$4,275
Family	\$8,550	\$4,275	\$4,275



### WHO IS ELIGIBLE FOR A HEALTH SAVINGS ACCOUNT?

- » Covered by a Qualified High Deductible Health Plan (QHDHP);
- » Not covered under another medical plan;
- » Not enrolled in Medicare A or Medicare B benefits; and, Not eligible to be claimed on another person's tax return.

### WHAT ARE THE ADVANTAGES OF A HEALTH SAVINGS ACCOUNT?

- » HSA Funds belong to the employee. Any money deposited into an HSA account, including any contributions made by an employer, is owned by you.
- » HSAs have a triple tax benefit.
  1. When you contribute to an HSA, your contributions reduce your taxable income, meaning you pay less in taxes.
  2. Any money that you put into an HSA earns tax free interest.
  3. You never pay taxes on withdrawals that are used to pay for qualified medical expenses.
- » HSAs are great for retirement savings. After age 65 employees can spend HSA money on non-medical items without paying a penalty. Non-medical withdrawals after age 65 are taxed as income just like withdrawals from a 401(K) or IRA.
- » Use your HSA for Qualified Expenses: acupuncture, medical supplies, birth control, physical exams, chiropractic, prescriptions, contact lenses, orthodontia, dental treatment, radiology, prescription eyeglasses, stop cessation programs, fertility enhancement, surgery (non-cosmetic), hearing aids, therapy, lab work.

Please visit: [irs.gov/publications/p502](https://www.irs.gov/publications/p502) for a complete listing of Covered/Non-Covered expenses and to review the full definition of each.

Your HSA is your money and you determine how it's spent for healthcare. Whatever you do not spend in a given year rolls over to the next year. If you change jobs or retire, the money goes with you.