

Health savings account (HSA)

A great way to manage out-of-pocket healthcare expenses

With a Humana Savings HSA, an IRS-qualified high-deductible health plan, you can open an HSA, a personal bank account in which you set aside pretax money for eligible healthcare expenses and grow your savings for future healthcare needs.

HSA benefits

- **Tax-free contributions and earnings:** You don't pay federal taxes on contributions or earnings as long as the money is used for qualified healthcare expenses. For 2023, the contribution maximum is \$3,850 for individuals and \$7,750 for family.
- **Opportunity to build savings:** Unused money stays in your account from year to year and earns tax-free interest. You may be able to invest HSA funds.
- **Funds belong to you:** You keep the account if you change jobs or retire.
- **Convenience:** The Humana Access card makes it easy to pay for qualified medical expenses. Use your card like you would a debit/credit card when paying eligible expenses to the provider.
- **Quarterly statement:** Humana provides online quarterly statements or they can be mailed for a small fee.

Eligible expenses you can use your HSA for:*

- Medical services including copays and deductibles
- Dental services including copays and deductibles
- Prescription drugs
- Eye exams, eyeglasses, contact lenses and solution, laser surgery
- Orthodontia, dental cleanings, fillings, crowns, root canals
- Physical therapy, speech therapy, chiropractic care
- Hearing aids



Humana Access® Mastercard® Debit Card

Use your Humana Access card like you would a credit or debit card for eligible healthcare expenses.

Example first year savings	Not enrolled in an HSA	Enrolled in an HSA
Before-tax annual income	\$38,000	\$38,000
HSA contribution	\$0	-\$1,000
Taxable annual income	\$38,000	\$37,000
Taxes (27.66%)	-\$10,511	-\$10,234
Out-of-pocket medical expenses (\$750)	-\$750	\$0 additional (HSA used)
Take-home annual income	\$26,739	\$26,766
HSA account balance	\$0	\$250

Take home income increases by \$27, plus you have \$250 plus interest invested in your HSA, even after paying \$750 in out-of-pocket medical expenses!

For illustrative purposes only. Savings calculators are based on a federal tax rate of 15%, state tax rate of 5%, and 7.66% FICA. Balance calculations assume an average interest rate of 3%. Actual results may vary.



* For further guidance refer to the IRS publications 969, 502 and code section 213(d). These publications are available at www.irs.gov.