

Your 2025 HSA User's Guide

make it yours



Save with an HSA now, thank yourself later. A Health Savings Account (HSA) is a smart way to set yourself up for success. You can use it to pay for expenses now, or have money set aside for future expenses if you don't use all your HSA money by the end of the plan year.

How the HSA Works

Your HSA is a personal bank account that works with the Bronze and Bronze Plus medical options. It allows you to set aside tax-free money to pay for qualified health care expenses.

You decide how much money you want to save in your HSA, and you can change it at any time. So if you didn't elect to set aside money in an HSA when you enrolled in your medical coverage, you can still do it through the **TRIUMPH Group Benefits Center** website at digital.alight.com/triumphgroup now.

What's Great About the HSA?

While no one likes taking money out of their paycheck, there are a number of advantages to setting aside a little money in an HSA.

- **It's tax-free when it goes in.** You can put money into your HSA on a before-tax basis through convenient payroll deductions. Not only do you save money on qualified expenses, but your taxable income is lowered.
- **It's tax-free as it grows.** You earn tax-free interest on your money.
- **It's tax-free when you spend it.** When you spend your HSA on qualified health care expenses, you don't pay any taxes. That means you're saving money on things like your medical, dental, and vision coinsurance and deductibles. See page 3 for more information on qualified expenses.
- **It's always your money.** Just like a bank account, you own your HSA, so it's yours to keep and use even if you change medical options, leave the company, or retire.



Attention First Timers!

When you enroll and elect to contribute money to an HSA, your information is sent to Alight Smart-Choice Accounts to begin setting up your account. During the account opening process, you will be contacted to verify identifying information. If you are contacted, you will not be able to access your HSA until completing the identification process.

Get Your Debit Card

Once your account is open, you'll receive a welcome letter and HSA debit card in the mail. This information is generally sent out two business days after the account is open and contains key information to help you access and manage your account. The debit card gives you instant access to your HSA dollars. Just sign the back of the card and follow the instructions to activate it.

If you **don't** receive your HSA debit card before your benefits begin, contact Alight Smart-Choice Accounts to request one be mailed to you.

Manage Your HSA Throughout the Year

You're in complete control of your HSA—you decide how and when to use it. Log on to the **TRIUMPH Group Benefits Center** website to track your HSA balance, use tools, view claims, request additional cards, and more.

Growing Your HSA

You can use your HSA to get a head start on saving for future health care expenses. In fact, you can grow your HSA into a 401(k)-like nest egg for health care. Here are three ways:

- 1 Your contributions**
For 2025, you can save up to \$4,300* if you're covering just yourself, or \$8,550* if you're covering yourself and family. Most people take advantage of saving on a before-tax basis, but you can also set aside money after taxes.

If you're age 55 or older (or will turn age 55 during the plan year), you can also make additional before-tax "catch-up" contributions to your HSA up to \$1,000*.

- 2 Interest**
Your account earns tax-free interest.

- 3 Investment earnings**
Once your HSA balance exceeds \$1,000, you can decide to open an Investment Account within your HSA to invest all or a portion of the amount above the first \$1,000. This is a great way to put your money to work for you and an opportunity to grow your HSA more quickly. If you choose to invest some of your funds, you'll still have a Cash Account (\$1,000 minimum) within your HSA to use for qualified health care expenses. Note that you can only use your **Cash Account balance** for qualified expenses. (You may transfer funds from your Investment Account to your Cash Account, if needed.)

For more information about your investment options, log on to the **TRIUMPH Group Benefits Center** website or call **(833) 885-5653**.

Spending Your HSA

When it's time for you to pay for care or prescription drugs, there are three ways to use your HSA to pay:

- 1 Use your HSA debit card**
Just use it when you're ready to pay for qualified medical expenses, and the funds will be taken directly from your account. Make sure you only use the card on qualified expenses, and that you have enough money in your HSA to cover them. Log on to the **TRIUMPH Group Benefits Center** website to check your balance beforehand.
- 2 Pay out of pocket**
If you prefer, you can pay for your qualified expenses up front and pay yourself back through your HSA later. To get started, just log on to the **TRIUMPH Group Benefits Center** website or contact Alight Smart-Choice Accounts at **(833) 885-5653** Monday through Friday (7:00 a.m. to 7:00 p.m. CT during Open Enrollment or 8:00 a.m. to 5:00 p.m. after Open Enrollment). You'll be able to transfer money from your HSA to your regular bank account.
- 3 Set up direct payments to your providers**
Another option is to have Alight Smart-Choice Accounts make direct payments to your provider from your HSA. Log on to the **TRIUMPH Group Benefits Center** website at digital.alight.com/triumphgroup to set up direct payment.

Do You Have a Health Care Flexible Spending Account (FSA)?

You can participate in either an HSA if you enroll in a Bronze or Bronze Plus option or a Health Care FSA if you enroll in a Silver or Gold option. You can't contribute to an HSA and participate in the Health Care FSA during the same plan year.



Keep Receipts

Always remember to save your receipts when you make payments from your HSA, in case you need to prove to the IRS how you spent your HSA funds.



Qualified Expenses

Find a complete list of qualified expenses at irs.gov/publications/p502. Keep in mind, if you use money from your HSA to pay for **nonqualified** expenses—such as child care, cosmetic surgery, health club fees, teeth whitening products, or vitamins—you'll pay taxes on that money and pay an additional 20% penalty tax if you're under age 65.

Resources to Help You

Health Savings Account (HSA)

- HSA balance
- Change HSA contributions
- Transfer money from your HSA
- Invest your HSA

TRIUMPH Group Benefits Center

- Questions about your benefits or enrollment
- Connect with a Health Pro for help getting the most out of your HSA

Flexible Spending Accounts (FSAs)

- Health Care FSA claims and questions

Internal Revenue Service (IRS)

- List of qualified HSA and FSA expenses

digital.alight.com/triumphgroup

Call **(833) 885-5653**

During enrollment: 7:00 a.m. to 7:00 p.m. CT

After enrollment: 8:00 a.m. to 5:00 p.m. CT

irs.gov/publications/p502