

# 2025 Health Savings Accounts (HSAs) and Flexible Spending Accounts (FSAs)

	For health care expenses			For day care expenses
	HSA	Limited Purpose Health Care FSA	Health Care FSA	Dependent Care FSA
<b>Who can contribute?</b>	Colleagues enrolled in a high deductible health plan (HDHP) <sup>1</sup>	Colleagues enrolled in an HDHP	Colleagues NOT enrolled in an HDHP (i.e., PPO, HMO or no medical)	Benefit-eligible colleagues
<b>Does Alera Group contribute to my account?</b>	Yes <sup>2</sup> <b>\$3,300 HDHP or Kaiser HDHP:</b> • \$500 / individual • \$1,000 / family  <b>\$6,000 HDHP:</b> • \$1,000 / individual • \$2,000 / family	No	No	No
<b>What is the annual contribution limit?</b>	\$4,300 / individual \$8,550 / family <sup>3</sup>	Up to \$3,300	Up to \$3,300	Up to \$5,000 (\$2,500 married, filing separately)
<b>When can I change my contributions?</b>	Anytime	Only during Open Enrollment or within 31 days of a qualifying life event	Only during Open Enrollment or within 31 days of a qualifying life event	Only during Open Enrollment or within 31 days of a qualifying life event
<b>What types of expenses are eligible?</b>	Current or future medical, dental and vision expenses <sup>4,5</sup>	Current dental and vision expenses	Current medical, dental and vision expenses	Current child or elder care expenses
<b>Is there a debit card?</b>	Yes	Yes	Yes	Yes
<b>When can I begin using my account funds?</b>	After deposit	Day 1 of plan year	Day 1 of plan year	After deposit
<b>Will my balance roll over to next year?</b>	Yes, unlimited	Yes, up to \$660	Yes, up to \$660	No
<b>Can I invest my account?</b>	Yes, once your balance reaches \$2,000; any earnings are tax-free, if used for eligible expenses	No	No	No
<b>Can I take my account with me if I leave Alera Group?</b>	Yes	No	No	No

<sup>1</sup>You cannot contribute to an HSA if you are enrolled in another medical plan (even a spouse's/domestic partner's plan) that is not an HDHP, enrolled in any part of Medicare, enrolled in an employer-sponsored full-purpose health care FSA (or your spouse's/domestic partner's full-purpose health care FSA) or claimed as a dependent on someone else's federal income tax return.

<sup>2</sup>Newly eligible colleagues will receive a prorated amount of the above-listed Alera Group HSA contribution depending on your benefits eligibility date. It is your responsibility to ensure the total of your contributions under a previous plan, the Alera Group contribution, and your contributions as an Alera Group colleague do not exceed the annual IRS contribution limit.

<sup>3</sup>If you are age 55 or older, you may contribute an additional \$1,000 in catch-up contributions.

<sup>4</sup>In addition to eligible health care expenses, HSA funds can be used tax-free to pay for retiree health insurance premiums (except Medicare supplement plans), COBRA premiums, long-term care insurance premiums, health insurance premiums if receiving unemployment and certain types of other insurance premiums.

<sup>5</sup>You can use your HSA funds to pay for other expenses, but funds become taxable, plus you pay an additional 20% tax penalty if under age 65.