



HSA Eligibility

Qualifying for an HSA: Under federal law, contributions to a health savings account (HSA) from eligible individuals and contributions made on behalf of eligible individuals by their employers are not taxed. Interest, investment earnings and disbursements from the HSA for eligible medical expenses are also not subject to taxes. In order to enjoy the tax-free benefits of an HSA, employees must be eligible under IRS rules.

To qualify for an HSA, an employee:

- Must be covered by an HSA-eligible high-deductible plan (MESSA ABC and MESSA Balance+ plans are HSA-eligible).
- Cannot be claimed as a dependent on someone else's tax return.
- Cannot be covered under any other health plan unless that plan is also HSA-eligible.
- Cannot be enrolled in Medicare or Medicaid.
- Cannot have used VA benefits in the three months leading up to enrollment in the HSA plan.
- Generally cannot make contributions to an HSA if the employee has a medical flexible spending account (FSA) or a health reimbursement account (HRA) that reimburses qualified medical expenses (even if the employee is covered by a high-deductible health plan).

For additional information on eligibility, review IRS Publication 969 at irs.gov/publications/p969.

Your HealthEquity[®] HSA: When MESSA receives your enrollment information for MESSA ABC or MESSA Balance+, we will inform HealthEquity to activate your free HSA account. You will receive a welcome kit and VISA[®] debit card directly from HealthEquity. Contact your employer if your group has negotiated another HSA provider.

Opting out of your HealthEquity[®] HSA: If you are enrolled in a MESSA ABC or MESSA Balance+ plan and aren't sure you are eligible to make contributions to an HSA, check with your tax adviser or legal counsel. If you want to opt-out and close your HealthEquity HSA account, call **HealthEquity's Member Services** department at **877-218-3432**.