



HEALTH SAVINGS ACCOUNT

A Health Savings Account (HSA) is a tax-deductible savings account you can contribute to while covered by an HSA-qualified high deductible health plan. It allows you to save, invest, and use funds on a tax-free basis to realize triple tax savings!

ELIGIBLE EXPENSES

- Deductible expenses
- Prescriptions
- Vision expenses (including eye exams, eyeglasses, and contact lenses)
- LASIK surgery
- Dental expenses (excluding cosmetic procedures)
- Orthodontia payments
- Over-the-counter medications and supplies
- Menstrual Care Items
- Certain insurance premiums

YOUR STEPS TO TRIPLE TAX SAVINGS!

1 DECIDE IF AN HSA IS RIGHT FOR YOU

A Health Savings Account (HSA) is a tax-advantaged account that you may elect to establish when you enroll in a high deductible health plan (HDHP). If you're considering an HSA, you can access savings calculators and other resources to determine if it's the right plan option for you at www.flores247.com.

2 REALIZE THE TRIPLE TAX ADVANTAGE

For 2025, you can contribute up to **\$4,300** if you are enrolled in single HDHP coverage, and up to **\$8,550** if you are enrolled in family HDHP coverage. Individuals over the age of 55 may make an additional catch up contribution of **\$1,000**. Contributions can be made through pre-tax payroll deductions. You can also invest your contributions and receive tax-free earnings. Distributions for qualified expenses are tax-free as well!

3 ENROLL AND MANAGE YOUR ACCOUNT

Contact your Human Resources Department to find out how to enroll for this benefit. Flores will send a custom Participant ID number via mail or email to help you manage your account. Contact information can be found on the back of this flyer.

HSA FAQs

FREQUENTLY ASKED QUESTIONS

IS AN HSA THE SAME AS AN FSA? No. An HSA is a tax-deductible savings account that lets you save every year toward healthcare expenses. There's no use-it-or-lose-it rule, and you can grow your account through interest and investments. And it's portable, so you take it with you if you leave the company. To maintain HSA contribution eligibility, you must be enrolled in a high deductible health plan (HDHP) and cannot have any other disqualifying coverage (see IRS Publication 969).

WILL I LOSE MONEY IN MY HSA IF I DON'T SPEND IT? No. There's no use-it-or-lose-it rule with an HSA, so every dollar that goes into it becomes available for your use for eligible expenses.

WILL I HAVE A DEBIT CARD? Yes. You will receive a Flores Benefit Card that will be linked to your HSA. You can use it to pay providers when you incur eligible services.

HOW DOES AN HSA SAVE ME MONEY ON TAXES? Three ways:

- 1) Money goes in tax-free. You pay no tax on the money you or your employer put into your HSA, up to the IRS limits.
- 2) Money earns tax-free. You pay no tax on interest and investment returns earned in your HSA.
- 3) You pay no tax on HSA money when you use it to pay eligible healthcare expenses.

HOW WILL I ACCESS INFORMATION ON MY ACCOUNT?

You will access account information and manage your account on our website, flores247.com.

WHEN IS MY HSA FUNDED? You or your employer can add money to your HSA at any time during the year. There's no enrollment period. Most employees fund their HSAs through payroll deductions.

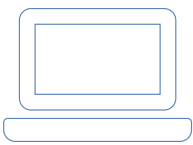
WHO OWNS MY HSA? You own it outright. If you leave the company for any reason, you own the account, including any interest earned.

CAN I CHANGE MY CONTRIBUTION AMOUNT DURING THE PLAN YEAR? Yes. You will not be subject to the change-in-status rules applicable to other benefit accounts. You will be able to make changes in your contributions by providing the applicable notice of change provided by your employer.

IS TAX REPORTING REQUIRED FOR AN HSA? Yes. IRS form 8889 must be completed with your tax return each year to report total deposits and withdrawals from your account. You do not have to itemize this form. We recommend you maintain records of itemized receipts for your purchases in case you are audited by the IRS.

HOW DO I ACCESS THE FUNDS IN MY HSA? Your HSA is similar to a checking account. You are responsible for ensuring money is spent on qualified purchases only and maintaining records. Payments can be made via check, online bill-pay, your Flores Benefit Card, or you can reimburse yourself if you pay out-of-pocket for an expense.

HOW DO I OBTAIN MY ACCOUNT DETAILS?



WEBSITE

Visit www.flores247.com and log in using Participant ID or User Name and password



MOBILE APP

Download the Flores Mobile smartphone app, available for Apple or Android devices



PID & PASSWORD ASSISTANCE

Dial 800.840.7684

LEARN MORE:

For more information on how to use your funds, manage your expenditures, using Bill Pay, reordering a Flores Benefit Debit Card or help in determining if an expense is qualified, please visit www.flores247.com or call us at 800.532.3327.

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CUSTOMER SERVICE 1.800.532.3327