



HEALTH SAVINGS ACCOUNTS



SME offers a Health Savings Account (HSA) option through Fidelity Investments. This program is designed to give you greater control in managing your health & funding your health care services. You can only contribute to an HSA if you enroll in the HSA Qualifying Plan: **CONSUMER DRIVEN HSA**.

An HSA combines a high-deductible health plan (HDHP) with a tax-free individually owned savings account. Money in the savings account can help pay for your qualified medical expenses, or you can save and use it for qualified medical expenses when you retire. The balance in your HSA rolls over from year to year and the account earns interest and is yours to keep, even if you leave SME, change medical plans, or retire.

HSAs are designated to provide participants with triple tax benefits. The following are tax-free:

- HSA contributions
- Interest and other earnings on HSA contributions
- Amounts distributed from an HSA for qualified medical expenses

You are eligible for an HSA if you are:

- Covered by a HDHP
- Not enrolled under another medical plan that is not a HDHP
- Not entitled to (eligible for AND enrolled in) Medicare benefits
- Not eligible to be claimed on another person's tax return
- Not covered by a Health FSA funded by your spouse

You can make contributions to your HSA through regular payroll deductions. You may change the amount at any time. Please contact your Human Resources Department for assistance.

Using your HSA funds is easy - You can choose between using a Fidelity Debit Card or If you decide to pay out of pocket for a qualified expense, you can later reimburse yourself from your HSA at any time without penalty—weeks or even years in the future—provided you have receipts that total the appropriate amount to reimburse yourself.

Fidelity HSA accounts are Flexible - Spend your HSA funds today or save it for tomorrow—it's up to you. Because your balance automatically carries over from year to year, you don't have to worry about losing money that you haven't spent. If you're paying for current qualified expenses, you can save money in your HSA in cash for easy access. Any savings not needed for current qualified expenses can be invested in a wide variety of investment options—including mutual funds, stocks, bonds, and CDs—to potentially grow your balance for future qualified expenses, such as those in retirement. Once you reach age 65, you can use your HSA for any reason—just pay normal income taxes on any money used for any nonqualified medical expense.

Opening Your HSA Account with Fidelity - Log in to Fidelity NetBenefits® at netbenefits.com or 401k.com using your existing username and password, and click Open next to Health Savings Account.

More Information - Want to learn more about a Fidelity HSA? Visit Fidelity.com/healthsavingsaccount or call 800-544-3716.

HOW MUCH CAN I CONTRIBUTE TO MY HSA?

	2023	2024
Single Coverage	\$3,850	\$4,150
Family Coverage	\$7,750	\$8,300
Catch up Contributions*	\$1,000	\$1,000

*If you are age 55 or older, you can make an additional catch-up contribution. The maximum IRS contribution for the year includes the sum of all employee and employer contributions. For more information, visit www.irs.gov/publications/p969.

ANNUAL EMPLOYER CONTRIBUTIONS BY SME

Single Coverage	\$500
Family Coverage	\$1,000
Contributions will be made to your HSA on a pro-rated,	