

How it works: Piedmont HDHP with HSA

High-Deductible Health Plan (HDHP)

An HDHP encourages you to be a wise consumer of health care services.

- **Networks:** You can see any provider, but you'll save the most money when you stay in the Cigna Open Access Plus (OAP) network.
- **Upfront costs:** All services, except for preventive care, are subject to the deductible and count toward the out-of-pocket maximum, which means you pay the full cost of care for health care services and/or prescriptions until you reach the deductible.
- **Deductibles:** The deductibles are "non-embedded" (i.e., the plan does not begin to pay until the family deductible is met; there are no individual deductible amounts for each family member).
- **Out-of-pocket maximums:** There are out-of-pocket maximums to provide you and your family with financial protection.
- **Tax-favored account:** You have access to a tax-friendly HSA where you can save for current and future eligible health care expenses.
- **Eligibility:** To be eligible for an HSA, you must not be covered by any other health plan that is not an HDHP; not enrolled in Medicare or TRICARE; not claimed as a dependent on someone else's tax return and not receiving reimbursement for medical expenses from someone else's general-purpose Flexible Spending Account (FSA).

with Health Savings Account (HSA)

You can do many things with an HSA that you can't do with a Health Care FSA.

- **Real dollars:** Piedmont contributes to your HSA just for enrolling in the **Piedmont HDHP with HSA** (\$500 for employee-only coverage; \$1,000 for all other coverage levels).
- **Tax-free dollars go in:** You and Piedmont contribute tax-free money to your HSA each paycheck, up to IRS annual maximums (\$3,850 for employee-only; \$7,750 for all other coverage levels; \$1,000 in "catch-up" contributions above the maximum for those age 55 and older). IRS limits combine your and Piedmont's total HSA contributions.
- **Tax-free investment growth:** Once you reach a certain account balance, you can invest your HSA funds—and any growth is tax free.
- **Tax-free withdrawals:** When you use your HSA dollars to pay for eligible health care expenses, the money comes out tax free.
- **It's yours:** You own your HSA funds—any dollars that go into your account are yours to keep, and you can take them with you if you leave Piedmont.
- **Always rolling over:** HSA funds roll over from year to year so you can use them for current eligible health care costs or save them for future expenses—even in retirement.