

messa **ABC**
ACCOUNT-BASED CHOICES

Affordable coverage, personal service

Quick tips for MESSA ABC members



Always give pharmacies and medical providers your MESSA card before paying any bill. It will save you money.

MESSA ABC Plan 1 — Medical and Rx coverage

- With MESSA ABC plans, you have to meet your deductible before MESSA begins to pay your claims.
- Annual checkups, cancer screenings, immunizations, and certain preventive prescriptions are covered at no cost to you when you go to in-network providers.
- The full cost of prescriptions is subject to the deductible. After your deductible is met, you only pay prescription copayments or coinsurance.
- Once you've met your deductible, you may have to pay coinsurance for medical services.
- Out-of-network costs do not count toward the in-network deductible.
- It's important to stay in-network. If you go to in-network providers, for 2020 and 2021, the in-network deductible is \$1,400 for single coverage and \$2,800 for 2-person and family coverage with an out-of-network deductible of twice as much (\$2,800/\$5,600). Also, you will have lower coinsurance by staying in-network.
- Your deductible resets Jan. 1 every year.
- Routine vision and dental costs do not count toward your MESSA ABC medical deductible.



Use your HealthEquity Visa HSA card to pay out-of-pocket medical and prescription expenses.

HealthEquityHSA*

- Your health savings account (HSA) is a bank account. This account is separate from your insurance.
- MESSA sends your medical, prescription, dental and vision claims payment information to your HealthEquity HSA electronically for your convenience.
- You can pay your out-of-pocket expenses at the point-of-service using your HSA Visa debit card or you can pay online later from your HealthEquity member portal. Try to avoid paying your doctor at the time of service. It's better to wait until the bill shows up in your online HealthEquity account, once discounts are applied.
- You can use the funds in your HSA to pay for IRS-qualified medical expenses, including your insurance plan deductible, prescriptions, copayments, coinsurance and dental and vision charges. Copayments, coinsurance, dental and vision expenses do not count toward your deductible.
- Put money in your HSA. Employee and employer contributions to your HSA are tax-free.
- Your HSA is yours forever. You don't pay taxes on money you put in your HSA as long as you use it for IRS-qualified medical expenses.

* When applicable.

Keys to using your MESSA card and HealthEquity card

At the doctor

Present MESSA insurance card



Member asks doctor to bill MESSA

MESSA applies discount

MESSA sends explanation of benefits to member and doctor

Doctor will bill member for outstanding balance (deductible, coinsurance)

Member pays doctor using HSA funds or an alternate method (cash, debit card, check, credit card)

At the pharmacy

Present MESSA insurance card



Pharmacy applies discount

Member pays pharmacy using HSA funds or an alternate method (cash, debit card, check, credit card)



Pharmacy sends claim and payment information to MESSA

MESSA applies member payment. No paperwork needed!

QUESTIONS? Call MESSA's Member Service Center at 800.336.0013 or HealthEquity at 877.218.3432.

Understanding deductibles

Health plan deductibles are similar to the deductibles on your auto and homeowners’ insurance. A deductible is a fixed amount of money you must pay before the plan covers approved services. MESSA ABC plan deductibles apply to medically approved services and prescription drug purchases except certain preventive care and preventive prescriptions which are covered for free in-network (with no deductible, copayment, or coinsurance charge to the member).

Plan options	In-network deductibles		Out-of-network deductibles	
	Single coverage	2-person & family coverage	Single coverage	2-person & family coverage
MESSA ABC Plan 1*	\$1,400	\$2,800	\$2,800	\$5,600
MESSA ABC Plan 2	\$2,000	\$4,000	\$4,000	\$8,000
MESSA ABC Plan 3	\$3,500	\$3,500 individual \$7,000 family	\$7,000	\$7,000 individual \$14,000 family

*The MESSA ABC Plan 1 deductible is subject to change each Jan. 1 to remain HSA-compatible according to IRS rules governing HSAs.

Tips to understanding your deductible:

- Use your MESSA insurance card every time you go to the pharmacy or any other medical provider to ensure out-of-pocket expenses you incur will be credited by MESSA toward your deductible. When you use your MESSA insurance card, you will save money by receiving the discounted approved amount for in-network services.
- Deductibles reset each Jan. 1.
- MESSA ABC Plans 1 and 2: If you have 2-person or family coverage, you must pay the entire family deductible before claims are paid for any individuals.
- MESSA ABC Plan 3: Two or more family members must meet the family deductible. If one member of the family meets the individual deductible, but the family deductible has not been met, MESSA will pay for covered services for that member only. Covered services for other family members will be paid when the full family deductible has been met.
- If a service, medication or supply is not a covered benefit, it will NOT count toward your deductible.
- You pay the full cost of a prescription until your deductible is met, but you can use HSA funds to pay for a prescription. If you choose a brand name drug when a less expensive generic is available and medically appropriate, the additional costs for the brand name do not count toward the annual deductible or out-of-pocket maximum.
- Many preventive care services and preventive prescriptions are not subject to your deductible.
- In-network and out-of-network deductibles are separate—payments toward one do not apply toward the other.

MESSA can help

If you have questions about your MESSA ABC medical plan, go to messa.org/MESSAABCs or call MESSA’s East Lansing-based Member Service Center at 800.336.0013.



HOW THE PLAN WORKS WITH IN-NETWORK SERVICES



BEFORE DEDUCTIBLE IS MET	
Preventive care	No cost
Office visit	Deductible
Urgent care/ emergency room	Deductible
Other medical services	Deductible
Prescription medication	Deductible

AFTER DEDUCTIBLE IS MET	
Preventive care	No cost
Office visit	Applicable coinsurance
Urgent care/ emergency room	Applicable coinsurance
Other medical services	Applicable coinsurance
Prescription medication	Copayment or coinsurance

After deductible, there are annual limits on how much you have to pay. The out-of-pocket maximums, which include applicable copayments and coinsurance, vary by plan.

FAQs on MESSA ABC

Q: What is MESSA ABC?

A: MESSA ABC is a comprehensive medical plan that works with a health savings account (HSA) to give you:

- access to a large network of doctors, pharmacies and other medical providers
- outstanding MESSA service and support
- free preventive care and certain free preventive medications
- lower premiums in exchange for a higher deductible
- the opportunity to contribute pre-tax dollars to an HSA, which lowers your income taxes

Each MESSA ABC member receives a HealthEquity HSA with no setup or administration fees.

Q: Can I choose my doctor and other providers?

A: MESSA ABC uses the same large provider network as MESSA Choices, giving you the greatest choice of doctors and access to expert medical care from the best hospitals, including Mayo Clinic and Cleveland Clinic.

Q: Why is the deductible higher with MESSA ABC?

A: HSA-qualified plans are governed by federal law and the IRS code, which specify a minimum deductible level. MESSA ABC Plan 1 is set at the minimum deductible; the MESSA ABC Plan 1 deductible is subject to change each Jan. 1 in order to remain HSA-compatible according to IRS rules governing HSAs.

Q: When does the deductible start?

A: The deductible year is the calendar year, Jan. 1 to Dec. 31.

Q: Does the deductible apply to all medical expenses?

A: Under federal law, most medical expenses, including the cost of prescription drugs, are subject to the deductible. If you have 2-person or family coverage, the expenses of one person can meet the full deductible.

Q: What preventive medical services and prescriptions are covered for free?

A: Annual physicals, cancer screenings and certain lab tests are covered for free and are not subject to the plan deductible when you go to an in-network provider. MESSA ABC also covers hundreds of free preventive prescriptions to treat certain common conditions.

Q: Do I have to pay the full cost of non-preventive prescription drugs that are subject to the deductible?

A: Yes. Under federal law, all non-preventive prescriptions are subject to the deductible. MESSA's underwriter, Blue Cross Blue Shield of Michigan (BCBSM), caps your cost at the same amount it has negotiated with the pharmacy, which saves you money. If you insist on a brand name drug when a generic version is available and medically appropriate, additional out-of-pocket charges can apply.

Q: Do I have to go to an in-network provider?

A: No, but it is always to your financial advantage to do so. In-network providers have agreed to accept a discounted fee for medical services from BCBSM. The discount and your savings can be substantial. Using in-network providers saves you money on out-of-pocket costs and lower deductibles. It also saves your MESSA health plan money, helping to hold down costs.

Q: Are there separate deductible levels for medical services received from in-network and out-of-network providers?

A: Yes. The out-of-network deductibles are twice the in-network deductible amounts. (Please note: Out-of-network providers may charge more than the amount approved by BCBSM, and these costs can be significant.)

(Continued on back)



FAQs on MESSA ABC

Q: What happens after I meet the deductible amount?

A: Once you meet your in-network deductible you will be responsible for prescription drug copayments and any applicable coinsurance.

Q: What is the difference between preventive care and diagnostic medical services?

A: Preventive care refers to specific services proven to prevent or identify problems early. Diagnostic services start when you already have signs of a health problem; therefore, your doctor may order tests to further diagnose your condition. When this happens, these services are subject to your deductible and any applicable coinsurance.

Q: Where can I get a complete list of my benefits?

A: To view your benefit coverage and read your plan coverage booklet, go to www.messa.org and log into the Member Area.



QUESTIONS? Call MESSA's Member Service Center at 800.336.0013

Free preventive prescriptions

MESSA ABC health plans include coverage for free preventive prescriptions

MESSA ABC plans include an extensive list of free preventive prescriptions that are covered at no charge to MESSA ABC members — no deductible, no copayment and no coinsurance. This helps MESSA members stretch their health care dollars and limit out-of-pocket costs.

In order to be included on the free preventive prescription list, a medication must fall under one of the following categories:

- Alcohol dependence
- Breast cancer prevention
- Cholesterol-lowering agents
- Colonoscopy-related medications
- Contraceptives for women
- Fluoride preparations
- Blood pressure-lowering agents
- Prenatal vitamins
- Pre-Exposure Prophylaxis (PrEP) for HIV
- Smoking cessation
- Weight loss

Taking advantage of MESSA's free preventive services and prescriptions is an important part of maintaining good health — and it could help avoid higher-cost services such as emergency room visits and hospitalizations.

If you have any questions, please call MESSA's Member Service Center at 800.336.0013; we'd be happy to help you.

IMPORTANT This list is frequently updated to keep pace with the rapidly changing prescription drug market. This version is current as of February 11, 2021. MESSA ABC members can view our most up-to-date list on messa.org, which you can find in the "Health Resources" menu by selecting "Free Preventive Care and Immunizations."



Alcohol dependence

Acamprosate
Disulfiram

Aspirin¹

(generic OTC – 81 mg and 325 mg)

Breast Cancer Prevention²

Anastrozole
Exemestane
Raloxifene
Tamoxifen

Cholesterol Lowering

Amlopidine-Atorvastatin
Atorvastatin
Cholesevelam hcl
Cholestyramine
Cholestyramine Light
Colestipol hcl
Ezetimibe
Ezetimibe-Simvastatin
Fenofibrate
Fenofibrate, micronized
Fenofibric acid
Fluvastatin ER
Fluvastatin Sodium
Gemfibrozil
Lovastatin
Niacin ER
Omega-3 acid ethyl esters
Pravastatin Sodium
Prevalite
Rosuvastatin Calcium
Simvastatin

Colonoscopy-related Medications¹

Polyethylene Glycol 3350 products
(generics for Miralax®, Colyte®,
Golytely®)
Bisacodyl
Laxaclear (generic for Miralax)
Magnesium Citrate
Natura-Lax (generic for Miralax)
Phosphate laxative

Contraceptives

Afirmelle
Altavera
Alyacen 1/35-28
Alyacen 7/7/7-28
Amethia
Amethia Lo

Amethyst
Apri
Aranelle
Ashlyna
Aubra
Aubra Eq
Aurovela
Aurovela 24 FE
Aurovela FE
Aviane
Ayuna
Azurette
Balziva
Bekyree
Blisovi 24 Fe
Blisovi Fe
Briellyn
Camila
Camrese
Camrese Lo
Caziant
Charlotte 24 Fe
Chateal
Chateal Eq
Cryelle
Cyclafem 1/35-28
Cyclafem 7/7/7-28
Cyred
Cyred Eq
Dasetta 1/35-28
Dasetta 7/7/7-28
Daysee
Deblitane
Delyla
Desogestrel-Ethinyl Estradiol
Desogestr-Eth Estrad Eth Estra
Drospirenone-Eth Estra-Levomef
Drospirenone-Ethinyl Estradiol
Econtra Ez
Econtra One-Step
Elinest
Ella
Eluryng
Emoquette
Enpresse
Enskyce
Errin
Estarylla
Ethinodiol-Ethinyl Estradiol
Etonogestrel-Ethinyl E
Falmina
Fayosim
Femynor

Gemmily capsule
Gianvi
Hailey
Hailey 24 Fe
Hailey FE
Heather
Iclevia
Incassia
Introvale
Isibloom
Jaimiess tablet
Jasmiel
Jencycla
Jolessa
Jolivette
Juleber
Junel
Junel Fe
Junel Fe 24
Kaitlib Fe
Kalliga
Kariva
Kelnor 1-35
Kelnor 1-50
Kurvelo
Larin
Larin 24 Fe
Larin Fe
Larissia
Layolis Fe
Leena
Lessina
Levonest
Levonorgestrel
Levonorgestrel-Eth Estradiol
Levonorg-Eth Estrad Eth Estrad
Levora-28
Lillow
Lojaimiess tablet
Loryna
Low-Ogestrel
Lo-Zumandimine
Lutera
Lyleq
Lyza
Marlissa
Medroxyprogesterone acetate
Melodetta 24 Fe
Merzee
Mibelas 24 Fe
Microgestin
Microgestin Fe
Mili

¹Certain age and/or gender requirements apply. If you have questions about your eligibility for this coverage, call our Member Service Center at 800.336.0013.

²Medications require prior authorization before being covered as free preventive.

Mono-Linyah
Mononessa
My Choice
My Way
Myzilra
Necon
New Day
Next Choice One Dose
Nikki
Nora-Be
Norethindrone
Norethindron-Ethiiny Estradiol
Norethin-Eth Estra-Ferrous Fum
Norgestimate-Ethinyl Estradiol
Norgestrel-Ethinyl Estra
Norlyda
Norlyroc
Nortel
Nortel 7/7/7-28
Nylia
Nymyo
Ocella
Ogestrel
Opcicon One-Step
Option 2
Orsythia
Philith
Pimtrea
Pirmella 1/35-28
Pirmella 7/7/7-28
Portia
Previfem
Rajani
Reclipsen
Rivelsa
Setlakin
Sharobel
Simliya
Simpesse
Sprintec
Sronyx
Syeda
Tarina 24 FE
Tarina Fe
Tarina Fe 1-20 Eq
Tilia Fe
Tri Femynor
Tri-Estarylla
Tri-Legest Fe
Tri-Linyah
Tri-Lo-Estarylla
Tri-Lo-Marzia
Tri-Lo-Mili

Tri-Lo-Sprintec
Tri-Mili
Tri-Nymyo
Tri-Previfem
Tri-Sprintec
Trivora-28
Tri-Vylibra
Tri-Vylibra Lo
Tulana
Tydemy
Velivet
Vienna
Viorele
Volnea tablet
Vyfemla
Vylibra
Wera
Wymzya Fe
Xulane
Zarah
Zenchent
Zovia 1-35E
Zumandimine

Fluoride Preparations

Denta 5000 Plus
Dentagel
Fluoride
Fluoritab
SF
SF 5000 Plus
Sodium Fluoride Sensitive
Sodium Fluoride paste
Stannous Fluoride

Folic Acid¹

(generic only – 0.4 mg and 0.8 mg)

Hypertension

Acebutolol
Afeditab CR
Amiloride
Amiloride/HCTZ
Amlodipine
Amlodipine/Benazepril
Amlodipine/Olmesartan
Amlodipine/Valsartan
Amlodipine/Valsartan/HCTZ
Atenolol
Atenolol/Chlorthalidone
Benazepril
Benazepril/HCTZ
Betaxolol

Bisoprolol
Bisoprolol/HCTZ
Bumetanide
Candesartan
Candesartan/HCTZ
Cartia XT
Carvedilol
Carvedilol Phosphate
Catopril
Catopril/HCTZ
Chlorothiazide
Chlorthalidone
Clonidine
Diltiazem
Diltiazem CD
Diltiazem ER
Dilt-XR
Doxazosin
Edecrin
Enalapril
Enalapril/HCTZ
Eplerenone
Eprosartan
Ethacrynic acid
Felodipine
Fosinopril
Fosinopril/HCTZ
Furosemide
Guanfacine
HCTZ
Hydralazine
Indapamide
Irbesartan
Irbesartan/HCTZ
Isradipine
Labetalol
Lisinopril
Lisinopril/HCTZ
Losartan
Losartan/HCTZ
Matzim LA
Methyclothiazide
Methyldopa
Methyldopa/HCTZ
Metolazone
Metoprolol/HCTZ
Metoprolol succinate
Metoprolol tartrate
Metyrosine
Minoxidil
Moexipril
Moexipril/HCTZ
Nadolol

¹Certain age and/or gender requirements apply. If you have questions about your eligibility for this coverage, call our Member Service Center at 800.336.0013.

Nadolol/Bendroflumethiazide
 Nicardipine
 Nifedipine
 Nifedipine ER
 Nimodipine
 Nisoldipine
 Olmesartan
 Olmesartan/Amlodipine/HCTZ
 Olmesartan/HCTZ
 Perindopril
 Phenoxybenzamine
 Pindolol
 Prazosin
 Propranolol
 Propranolol/HCTZ
 Propranolol ER
 Quinapril
 Quinapril/HCTZ
 Ramipril
 Sorine
 Sotalol
 Sotalol AF
 Spironolactone
 Spironolactone/HCTZ
 Taztia XT
 Telmisartan
 Telmisartan/Amlodipine
 Telmisartan/HCTZ
 Terazosin
 Tiadylt ER
 Timolol
 Torsemide
 Trandolapril
 Trandolapril/Verapamil
 Triamterene
 Triamterene/HCTZ
 Valsartan
 Valsartan/HCTZ
 Verapamil
 Verapamil ER

Prenatal Vitamins

Calcium PNV
 Complete Natal DHA
 Completenate
 Elite-OB
 Elite-OB 400
 Folinatel Plus B
 Inatal Advance
 Inatal Ultra
 Infanate Plus
 Mynatal Advance
 PNV 29-1

PNV-Ferrous Fumarate-Docu-Fa
 PNV-Total
 Prenaissance 90 DHA
 Prenaissance Balance
 Prenaissance DHA
 Prenaissance Next
 Prenaissance Plus
 Prenaissance Promise
 Prenatabs FA
 Prenatabs RX
 Prenatal Plus
 Prenatal Vitamin Plus Low Iron
 Preplus
 Pretab
 SE-Natal
 SE-Tan DHA
 Taron-BC
 Trinatal RX 1
 Tri-Tabs DHA
 Trust Natal DHA
 Ultimatecare One NF
 Vinate Care
 Vinate II
 VP-CH Plus
 VP-GGR-B6
 VP-Heme OB + DHA
 Zatean-PN
 Zingiber

**Pre-Exposure Prophylaxis (PrEP)
for HIV**

Truvada 200mg/300mg

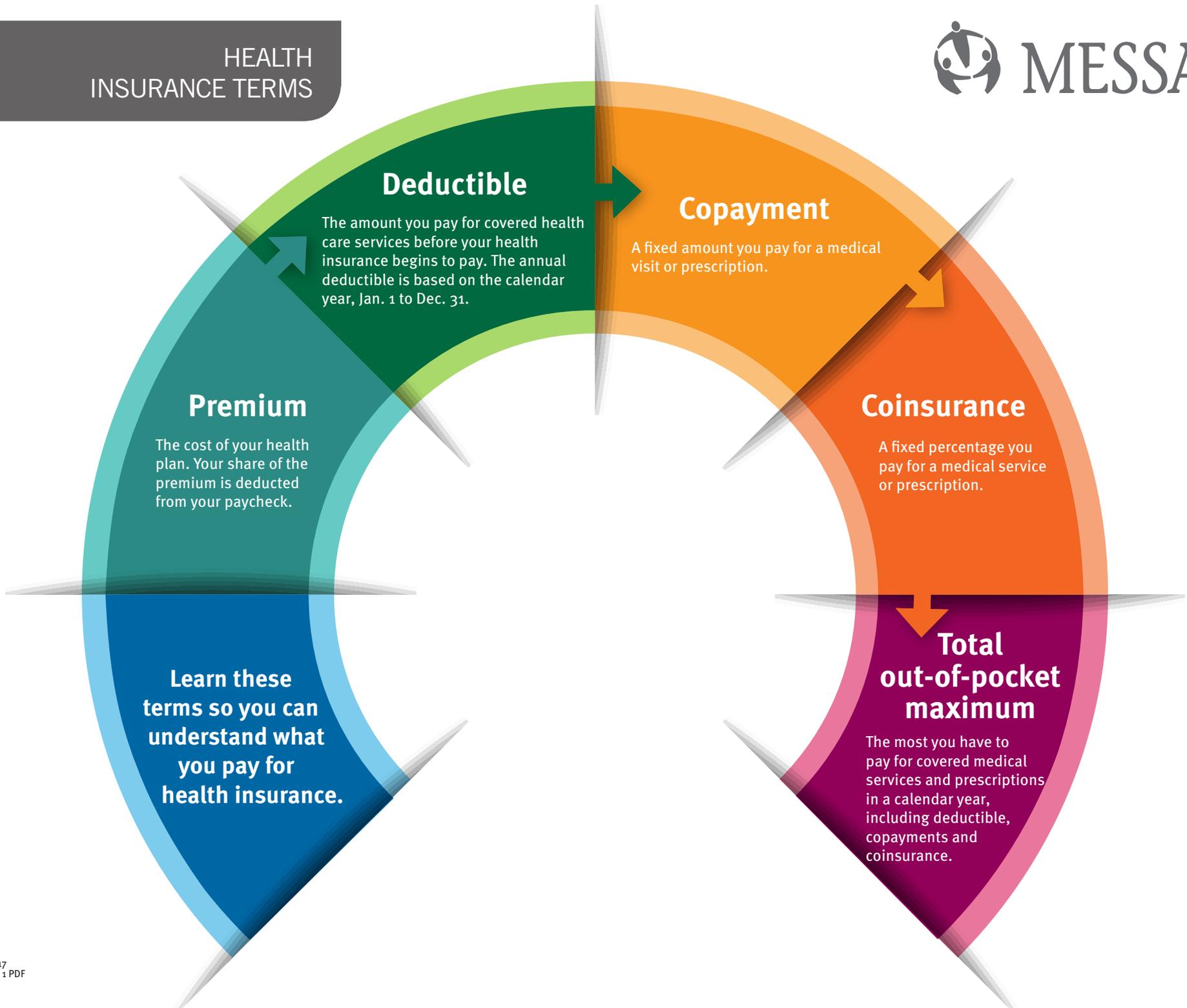
Smoking Cessation Products¹

Bupropion ER/SR
 (generic Zyban 150 mg only)
 Chantix
 Nicotine OTC Patches and Gum
 Nicotrol
 Nicotrol NS

Weight Loss Products

Benzphetamine hcl
 Diethylpropion hcl
 Diethylpropion hcl Er
 Phendimetrazine tartrate
 Phentermine hcl

¹Certain age and/or gender requirements apply. If you have questions about your eligibility for this coverage, call our Member Service Center at 800.336.0013.



Medicare and HSA eligibility

I am:

A.

- 65 years old and Medicare eligible
- Not enrolled in Medicare
- Single or married
- Enrolled in single, 2-person or family MESSA ABC
- Not receiving Social Security

Medicare eligibility alone does not disqualify you from contributing, or receiving employer contributions, to an HSA. If you are actively employed and are not receiving Social Security you will not be automatically enrolled in Medicare.

B.

- 65 years old and Medicare eligible
- Single or married
- Enrolled in single, 2-person or family MESSA ABC
- Receiving Social Security, and therefore automatically enrolled in Medicare Part A

You cannot contribute, or receive employer contributions, to an HSA. When you receive Social Security you are automatically enrolled in Medicare at age 65. You cannot decline the automatic enrollment in hopes of participating in an HSA. NOTE: Although no further funds can be contributed to your HSA once you are enrolled in Medicare, any funds that remain in your HSA can still be used to pay for eligible medical expenses on a tax-advantaged basis.

C.

- 65 years old and Medicare eligible
- Married to a spouse who is retired and receiving Social Security and Medicare
- Enrolled in family MESSA ABC

Your spouse's receipt of Medicare benefits does not disqualify you from contributing, or receiving employer contributions, to an HSA. You may also contribute, or receive contributions, up to the 2-person limit.

D.

- 65 years old and Medicare eligible
- Enrolled in Medicare (either voluntarily or automatically)
- Married to a spouse who is not Medicare eligible
- Enrolled in family MESSA ABC

You cannot contribute, or receive employer contributions, to an HSA. However, as long as he is otherwise eligible, your spouse can establish and contribute to an HSA, up to the 2-person limit. Your spouse's contributions will be on an after-tax basis and he cannot accept contributions from your employer. But your spouse can use the HSA funds to pay your eligible expenses (except Medicare Part B & D premiums) even though you are not HSA-eligible. NOTE: Although no further funds can be contributed to your HSA once you are enrolled in Medicare, any funds that remain in your HSA can still be used to pay for eligible medical expenses on a tax-advantaged basis.

Learn more at messa.org/MESSAABCs or call MESSA's Member Service Center at **800.336.0013**.

HSA eligibility and opting out of your HealthEquity® HSA

HSA eligibility:

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-qualified high-deductible plan (MESSA ABC plans are HSA-qualified).
- 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-qualified.
- Cannot be enrolled in Medicare or Medicaid.
- Cannot have utilized VA benefits in the three months leading up to enrollment in the HSA plan.
- Generally cannot make contributions to an HSA if she 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 www.irs.gov/publications/p969.

Your HealthEquity HSA:

When MESSA receives your enrollment information for MESSA ABC, 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 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.

FAQs on health savings accounts (HSAs)

Q: What is an HSA?

A: An HSA is a tax-favored account that allows the account holder to save and pay for qualified medical expenses tax-free. To open an HSA, you must be in an HSA-qualified health plan (such as MESSA ABC). You can use your HSA to pay out-of-pocket costs, copayments or coinsurance, as well as other qualified medical expenses.

Q: I have a MESSA ABC plan now. Where do I go to start an HSA?

A: When you enroll in a MESSA ABC plan, you also receive a HealthEquity HSA. You will receive a member welcome kit directly from HealthEquity with account information. It is important that you take a few minutes to activate your account online. There are no HealthEquity setup fees or monthly administrative fees for MESSA ABC plan members. Contact your employer if your group has negotiated another HSA provider.

Q: Who is eligible to contribute to an HSA?

A: To be eligible to open and contribute to an HSA, you must meet the following requirements:

- Be covered under an HSA-qualified health plan on the first day of any month for which eligibility is claimed (*see IRS Publication 969—Health Savings Accounts and Other Tax-Favored Health Plans*)
- Not be enrolled in Medicare
- Not be claimed as a dependent on someone else's tax return
- Have no other insurance except what's permitted by the IRS

Q: Who owns the HSA?

A: The money in the account belongs to you — for the rest of your life.

Q: Who can put money in my HSA?

A: Anyone can contribute to your HSA; however, only the account holder receives deductions on money contributed.

Q: How much money can I contribute to my HSA?

A: In 2021, the limits are \$3,600 for individuals and \$7,200 for families. People over the age of 55 can make an additional “catch-up” contribution of \$1,000. These limits are the same regardless of the source of the contribution.

Q: What if I am covered under my spouse's insurance but I want to enroll in one of the MESSA ABC plans and contribute to an HSA?

A: If you are covered under another medical plan that is not HSA-compliant, you are not eligible under IRS rules to contribute to an HSA (*see IRS Publication 969*).

Q: Can I have an HSA AND a flexible spending account?

A: In most cases, no. The IRS has specific rules for insurance plans that are allowed to coexist with an HSA and plans that would disqualify you from owning an HSA.

For specific questions, contact your provider or a financial or tax adviser for guidance.

Q: Can I use the money in my HSA to pay for my children's medical expenses, copayments, coinsurance and deductibles, even if my children are covered by my spouse's non-HSA-qualified health plan?

A: You can use money from your HSA to pay for your child's eligible out-of-pocket expenses if the child is claimed as a dependent on your tax return.

(continued on reverse)



FAQs on health savings accounts (HSAs)

Q: What happens to the money in my HSA if I leave my job or retire?

A: It's your account, so you take that money with you. If you're on Medicare or go to another employer that doesn't have a qualified high-deductible health plan, you can still use your HSA money to pay for copays, coinsurance and qualified medical expenses, but you won't be able to contribute more money to your HSA. If you have a HealthEquity HSA, you will begin paying monthly account fees.

Q: What happens to any money remaining in my HSA at the end of the year?

A: The money rolls over from year to year. You don't lose the money left in your HSA or the interest it has earned.

Q: Can I take the money out of my HSA any time I want?

A: Yes. If you use the money to pay for qualified medical expenses, then you will not be taxed or assessed a penalty. If you take money out for other purposes, however, you'll have to pay income taxes on the withdrawal, plus a 20 percent penalty.

Q: Does the money in my HSA earn interest?

A: Yes, and that interest is tax-free.

Q: Can the money in my HSA be invested?

A: Yes.

Q: Can I roll the money from my IRA into my HSA?

A: Yes. You can make a one-time rollover from your IRA into your HSA. You can't, however, roll money into your IRA from your HSA. Also, a rollover will count against annual contribution amounts.

Q: If my spouse is on Medicare, can I contribute to an HSA?

A: Yes.

Q: What is a qualified medical expense?

A: Qualified medical expenses are those that would generally qualify for the medical and dental expenses income tax deduction as outlined in IRS Publication 502—Medical and Dental Expenses. See www.irs.gov/publications/p502/index.html for a current list.

Q: Can I use my HSA dollars to pay for medical copayments or coinsurance?

A: Yes, but these expenses will not apply to your MESSA ABC insurance deductible.

Q: Can I use my HSA dollars to pay for dental expenses, orthodontics, contacts and eyeglasses?

A: Yes, but these expenses will not apply to your MESSA ABC insurance deductible.



QUESTIONS? Call MESSA's Member Service Center at 800.336.0013

