

## Health Savings Account Features

The following is a high-level overview of the HSA.

HEALTH SAVINGS ACCOUNT FEATURES							
<b>HSA Eligibility</b>	If you enroll in the Silver or Bronze Health Plan, HSA funding will be deposited at Fidelity on your behalf. Your account will be effective January 1.						
<b>Open an HSA when you're enrolling in benefits</b>	If you choose the Silver or Bronze Health Plan for the first time, Fidelity will administer your account. Navient will send your eligibility to Fidelity; you need to activate your account by logging into Fidelity or calling them at 1-800-890-4015.						
<b>Portability</b>	You own your account. If you leave the company or retire, your account goes with you.						
<b>Investment Opportunity</b>	Once your account balance reaches \$1,000, you may elect to invest in a variety of funds available through Fidelity.						
<b>HSA Contributions</b> (IRS Annual Contribution Limit)	<p>As specified by the IRS, the maximum amount that may be contributed to an HSA:</p> <ul style="list-style-type: none"> <li>• Individual: \$3,850*</li> <li>• Family: \$7,750*</li> <li>• Catch-up: \$1,000 **</li> </ul> <p><b>* Includes Company contributions and employee contributions.</b></p> <p><b>** If you are age 55 or will attain age 55 by the end of 2023, you may contribute an additional \$1,000 as a "catch-up" contribution.</b></p> <p><b>Note:</b> At any time throughout the year if you are enrolled in the Silver or Bronze plan you may begin contributing to an HSA, increase or decrease your contribution amount in the Workday System.</p>						
<b>Navient</b>	<p>Navient will contribute towards your HSA:</p> <table border="0"> <thead> <tr> <th>Silver Plan</th><th>Bronze Plan</th></tr> </thead> <tbody> <tr> <td>• Individual: \$500*</td><td>\$250*</td></tr> <tr> <td>• Family: \$1,000*</td><td>\$500*</td></tr> </tbody> </table> <p><b>Navient funds this contribution in the following installments: 50% of the Navient contribution in mid-January 25% in mid-April and 25% in mid-July.</b></p> <p>Due to IRS guidelines, if you cover a Domestic Partner through the grandfathered status, you will receive the "individual" contribution into your HSA. You will receive the other \$500 in your paycheck. This occurs because Domestic Partners are not recognized by the IRS as dependents.</p> <p><b>Note to New Hires:</b> Navient funding occurs the quarter after you have been employed 90 days and is pro-rated based on your start date. Funding only occurs in mid-January, mid-April, mid-July and mid-October. Your funding will occur the first quarter available after you have met 90 days of employment.</p>	Silver Plan	Bronze Plan	• Individual: \$500*	\$250*	• Family: \$1,000*	\$500*
Silver Plan	Bronze Plan						
• Individual: \$500*	\$250*						
• Family: \$1,000*	\$500*						
<b>Eligible expenses</b>	<p>Eligible expenses are defined by the IRS, including:</p> <ul style="list-style-type: none"> <li>• Most medical care and services</li> <li>• Dental care (non-cosmetic)</li> <li>• Vision care</li> <li>• Orthodontia</li> <li>• Prescription drugs</li> <li>• Over-the-counter medications with a doctor's prescription</li> <li>• COBRA premiums</li> </ul> <p>The expenses must be incurred by you or a dependent that you may claim on your federal tax return. Each quarter you will receive an HSA statement that shows your recent activity. Refer to <a href="#">IRS Publication 502</a> for further details.</p>						

## HEALTH SAVINGS ACCOUNT FEATURES

### Using your HSA

Each time you have a qualified expense, you decide whether to:

- Pay out-of-pocket and let your HSA earn interest for future eligible expenses (e.g., medical expenses during retirement), or
- Use your HSA to pay for eligible medical expenses such as your annual deductible and coinsurance.

### HSA Fees

While you are employed, Navient will pay the administrative fees for your HSA. You will be responsible for all other fees. Review the HSA fees.

### HSA Fees

Administrative Fees		Banking Fees	
Monthly account fee	\$2.16 (Paid by Navient)	ATM transactions	Not available
Check Writing	No charge	Check order	\$10 per 25 checks
Card replacement fee	No charge	Stop check service	\$15 per request
Non-sufficient funds	\$15 per returned check	Monthly Statements	No charge
Duplicate check	No charge		

\*Monthly service charge fee is paid for by Navient during active employment. If you drop the High Deductible Health Plan (HDHP) with HSA or leave Navient, and retain your HSA, your monthly service charge is \$4.00

### Turning 65

If you are turning 65 in 2023 and become eligible for Medicare, there are some IRS rules related to the HSA:

**Eligible for Medicare but have not filed for Social Security retirement benefits or Medicare.** You can continue your HSA after age 65 and postpone applying for Social Security and Medicare until you stop working.

**Entitled to Medicare because you signed up for Part A at age 65 or later but have not applied for Social Security retirement benefits.** You can withdraw your application for Part A by contacting the Social Security Administration.

**Applied for, or are receiving, Social Security benefits, which automatically entitles you to Part A. You cannot continue to contribute to your HSA.** The only way to opt out of Part A is to pay back all the money received in Social Security payments, plus everything Medicare has spent on your medical claims. You will no longer be entitled to Social Security or Medicare, but you can reapply for both in the future.

**Note:** If you decide to enroll in Medicare (and are no longer eligible to contribute to an HSA), stop your HSA contribution through Workday and complete the Certification of Medicare or Veterans Benefits Coverage.