

UC RIVERSIDE EMPLOYEE EDUCATION •
NOVEMBER 13, 2026

I have an HSA, now what?

A practical guide to spending, saving and investing
for healthcare

UC Riverside webinar • November 13, 2026

SPEND

SAVE

INVEST



YOUR HSA HEAD START

Start with UC’s contribution

UC helps fund your healthcare today and your savings for tomorrow.

Individual coverage

\$750

UC contribution

2027 IRS limit: \$4,500

Family coverage

\$1,500

UC contribution

2027 IRS limit: \$9,000

Remember: UC contributions count toward the IRS annual limit. UC funding is prorated for midyear enrollment. Age 55+ may add \$1,000.



YOUR OWN PRE-TAX CONTRIBUTIONS

Why add your own dollars

1 Federal Tax Savings

Payroll contributions reduce federal taxable income and generally avoid FICA taxes. California taxes HSA contributions.

2 Federal Tax Deferral

Interest and investment* earnings are federally tax-deferred. California taxes HSA earnings.

**Once your HSA cash balance reaches \$1,000, you can invest the amount above that threshold.*

3 Federal Tax-Free

Qualified healthcare withdrawals are federally tax-free. California tax treatment differs.

Even \$25 a paycheck adds up — and every dollar stays yours, year after year.

ONE ACCOUNT, THREE USEFUL ROLES

Give your HSA a job

1 Spend

Withdraw HSA funds free of federal income tax for qualified healthcare expenses you have today.

2 Save

Build a healthcare cushion for a deductible, planned care or an unexpected bill.

3 Invest

Consider investing dollars you do not expect to need soon so they can grow over time.

You do not have to choose only one. Many people use a combination.

California does not provide an HSA contribution deduction or employer-contribution exclusion. HSA interest, dividends and realized capital gains generally remain subject to California income tax.

BUILD YOUR PLAN

How much should I contribute?

Start with what is realistic, then revisit your amount as your needs change.



Estimate

Look at planned prescriptions, dental, vision and other qualified expenses.



Protect

Build a cash cushion for near-term bills or deductible exposure.



Grow

If affordable, increase payroll contributions over time.

2027 annual limits

\$4,500

Individual

\$9,000

Family

Age 55+ may contribute an additional \$1,000.

What you can actually contribute:

Individual \$4,500 IRS limit – \$750 from UC = \$3,750 you can contribute

Family \$9,000 IRS limit – \$1,500 from UC = \$7,500 you can contribute

SECTION ONE

Spend

Using your HSA for the healthcare you need today.

SPEND WITH CONFIDENCE

Use it for qualified healthcare expenses



MEDICAL

Care you get at a doctor's office or hospital?

Doctor visits, copays, hospital services and telehealth



VISION

Anything to do with your eyes?

Eye exams, glasses, contacts and laser eye surgery



DENTAL

Anything to do with your teeth?

Cleanings, reconstruction and orthodontia



PERSONAL HEALTH

Everyday items from the pharmacy aisle?

Pain relievers, menstrual care products and crutches



ALTERNATIVE CARE

Care outside a traditional doctor's office?

Chiropractic care, acupuncture and some massage



MENTAL HEALTH

Support for how you are doing emotionally?

Therapy sessions, prescriptions and treatment services

Some expenses may require additional documentation. Keep itemized receipts and records.

SECTION TWO

Save and invest

Putting the dollars you do not need soon to work for later.

FOR DOLLARS YOU MAY NOT NEED SOON

Investing: choose your level of support

Once your HSA cash balance reaches \$1,000, you can invest the amount above that threshold.

1 Pre-selected funds Self-Driven

Pick your own funds from the Vanguard lineup on the HealthEquity platform, including lower-cost options.

2 Guided investing Advisor™

Advisor, from HealthEquity Advisors, LLC, builds and maintains a portfolio for you. Choose AutoPilot for hands-off management or GPS for recommendations you approve.

3 Brokerage account Schwab HSBA

The Schwab Health Savings Brokerage Account opens up a far broader range of investments for members who want full control.

Keep enough cash for near-term healthcare expenses before you invest. Investments involve risk, including possible loss of principal.

GETTING STARTED ONLINE OR IN THE APP

How to start investing, step by step

Set up investing from the Investment Desktop in your member portal or the HealthEquity mobile app.

1 Reach \$1,000 in cash

Once your cash balance reaches UC's \$1,000 investment threshold, you can enroll. You can even choose your funds before you get there, so everything is ready to go.

2 Decide how much to keep in cash

Cash Replenish keeps a cushion available for medical expenses and automatically restores your cash balance from investments.

3 Choose your funds and go

Select your investments, then use auto-invest, rebalancing and performance views from the Investment Desktop or mobile app.

Step-by-step guides live inside the Investment Desktop, where you can also track your progress toward the \$1,000 threshold.

SECTION THREE

Plan ahead

The long view, the common pitfalls and where to get help.

AS YOU APPROACH RETIREMENT

What changes at 65 and Medicare

1 Catch-up while you can

From the year you turn 55 you may add \$1,000 a year on top of the annual limit. Each spouse must have their own HSA to make their own catch-up contribution.

2 Medicare ends contributions

Enrolling in any part of Medicare — including premium-free Part A — stops HSA contributions. Part A can be backdated up to 6 months, so plan your last contribution around your actual effective date. Claiming Social Security after 65 enrolls you in Part A automatically.

3 The balance is still yours

You can keep spending it tax-free in retirement, including on Medicare Part B, Part D and Medicare Advantage premiums. After 65, non-medical withdrawals are taxed as income with no 20% penalty.

Medigap (supplement) premiums cannot be paid with HSA funds.

Talk to a tax advisor before you enroll — timing your final contribution is the step people miss.

SMALL HABITS, MEANINGFUL IMPACT

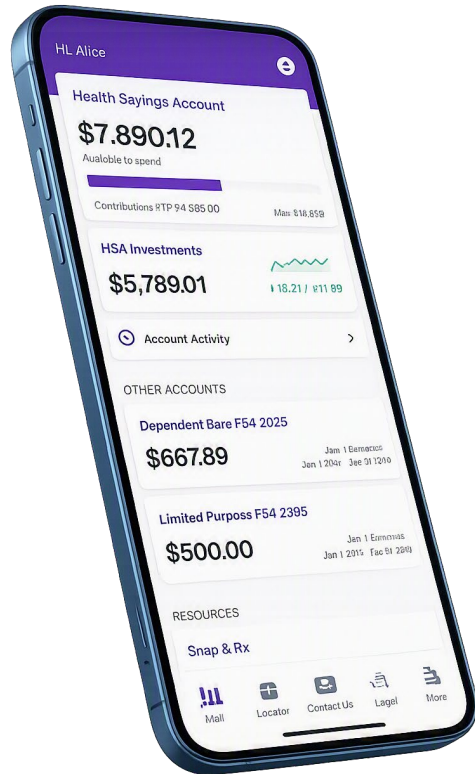
Avoid these common HSA mistakes

-  **Missing or delaying UC funding**
UC deposits the full amount of \$750 or \$1,500 up front. Confirm it is in your account and remember it counts toward your IRS limit.
-  **Treating HSAs like “use it or lose it”**
Unused funds roll over year after year and remain yours.
-  **Losing documentation**
Keep itemized receipts, especially for delayed reimbursement.
-  **Contributing without a plan**
Estimate likely expenses and set a realistic payroll amount.
-  **Investing money needed soon**
Keep near-term healthcare dollars available in cash.
-  **Forgetting old HSAs**
You may be able to consolidate accounts you own.

Best practice: decide what you want your HSA to do, then review that plan at least once a year.

HEALTHEQUITY TOOLS

Manage your HSA from anywhere



1

24/7 support

Connect by phone or chat when you need help.

2

Mobile access

Check balances, add documents and manage your account.

3

Payments and reimbursement

Pay eligible expenses and submit reimbursement requests.

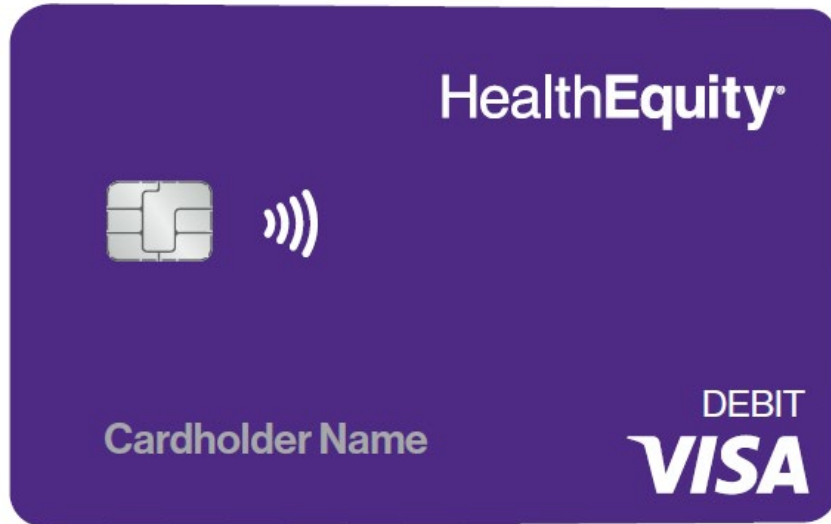
4

Investment access

Manage investments through the Investment Desktop or mobile app.

ACCESSING & MANAGING YOUR FUNDS

Reaching your HSA dollars



1

Four ways to pay

Debit card, online bill pay, reimbursement to your bank, or pay out of pocket and save the receipt.

2

Check the balance

Your HSA only pays what is actually in it — confirm the balance before you swipe.

3

Cash vs. invested

Cash is available immediately; invested dollars must be sold back to cash first.

4

It is always yours

No use-it-or-lose-it. Balances roll over and follow you if you leave UC.

YOUR HEALTHEQUITY DEBIT CARD

Using your debit card

1 Activate it

Cards arrive by mail. Activate in the portal or app, then request free additional cards for your spouse or dependents.

2 Swipe it

Use it at doctors, dentists, pharmacies and vision providers. Choose “credit” — there is no PIN required.

3 Keep the receipt

Some charges need documentation. Save itemized receipts and upload them in the app right away.

If a card is declined, the expense may not be eligible or the cash balance may be too low.

MAKING PERSONAL CONTRIBUTIONS

Adding your own money

1 Through payroll

The best option: pre-tax through UC's payroll, so you also avoid FICA. Change your election in your benefits system.

2 Directly online

Add a bank account in the HealthEquity portal. After-tax contributions may be deductible on your federal return; California treatment differs.

3 Watch the limit

2027: \$4,500 individual / \$9,000 family, including UC's deposit. Age 55+ may add \$1,000.

Contributions for a tax year can be made until that year's tax filing deadline.

REIMBURSING YOURSELF

Paying yourself back

1 Pay out of pocket

You can cover an eligible expense yourself and reimburse later — **there is no deadline as long as the expense came after your HSA opened.**

2 Submit the claim

In the portal or app, choose “Reimburse me,” enter the expense and upload the itemized receipt.

3 Get paid

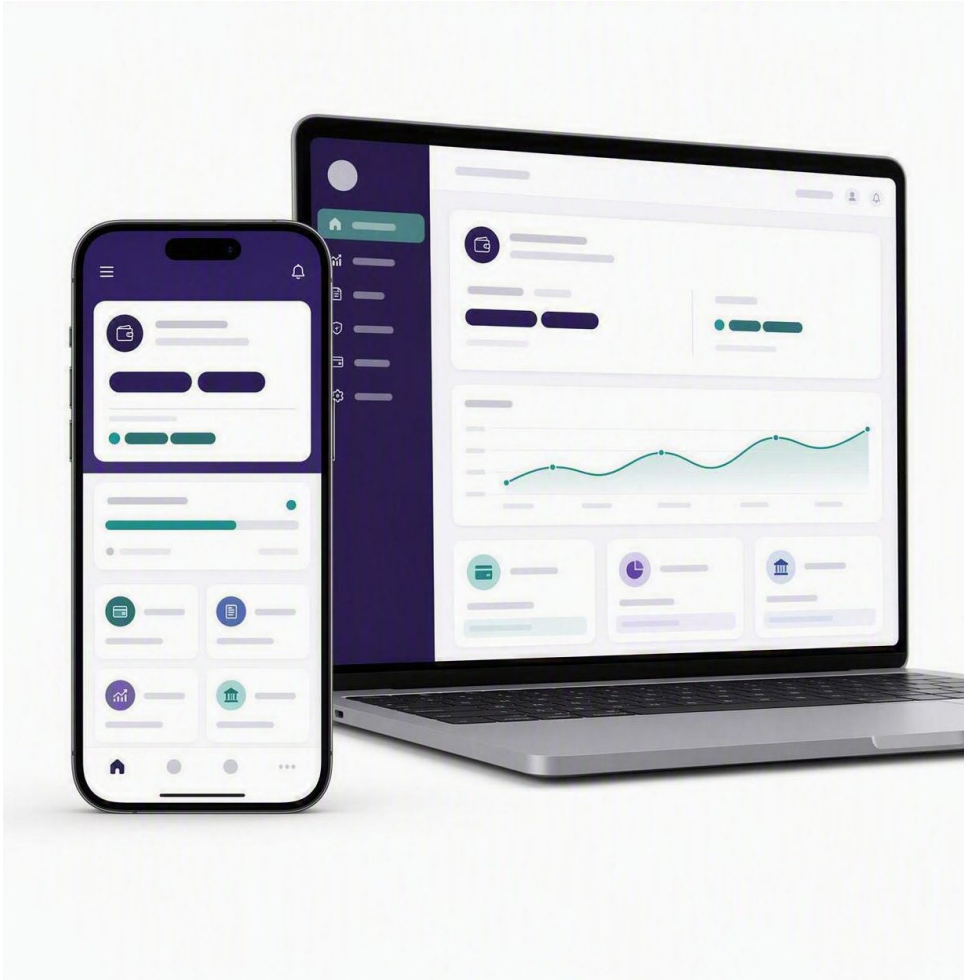
Funds go to your linked bank account by direct deposit*, after the request is processed.

**Review current payment options and any applicable fees in your account.*

Keep every itemized receipt — it is your documentation if the IRS ever asks.

NAVIGATING YOUR PORTAL

Finding your way around



1

Log in

Register at HealthEquity.com or in the mobile app using your member ID or Social Security number.

2

Home dashboard

See your cash balance, invested balance, contributions to date and remaining limit at a glance.

3

Key menus

Use “Make Contribution,” “Reimburse Me,” “Documents” and the Investment Desktop.

4

Set it and forget it

Add your bank account, turn on alerts and name your beneficiary while you are there.

QUICK ANSWERS

Your HSA questions, answered

? Should I spend or save my HSA?

Either can be appropriate. Use it for qualified expenses today, save for future healthcare costs, or combine both approaches.

? How much should I keep in cash?

Keep enough to cover healthcare expenses you expect soon, such as planned care, prescriptions or part of your deductible. Consider investing dollars you may not need for several years.

? What if I leave UC?

Your health savings account (HSA) is yours to keep. Your money stays with you when you change jobs or health plans, or retire. You will also pay a maintenance fee, or a transfer fee if you move your HSA money to another provider.

QUICK ANSWERS, CONTINUED

More HSA questions, answered

? Can I reimburse myself years later?

Generally, yes, if the qualified expense occurred after your HSA was opened and you keep the needed documentation. There is generally no federal deadline, provided you keep the documentation.

? Can I transfer another HSA?

If you own both accounts, you may be able to roll over and combine an HSA from a previous employer with your current HSA. Ask Member Services for help with available transfer methods.

? How do investments work?

Once your HSA cash balance reaches \$1,000, you can invest anything above that. Choose the approach that fits how involved you want to be. Investments involve risk, including possible loss of principal.

RETIREMENT QUICK ANSWERS

Nearing retirement? Start here

? When do I stop contributing?

Your eligibility ends the month your Medicare coverage begins, and your annual limit is pro-rated for the months you were eligible. Because Part A can be retroactive up to six months, many people stop contributing about six months before they enroll.

? Which retiree costs qualify?

Medicare Part B, Part D and Medicare Advantage premiums are qualified expenses, as are deductibles, copays and qualifying long-term care premiums. Medigap (supplement) premiums are not.

? What happens to my HSA later?

A spouse you name as beneficiary inherits it as their own HSA. A non-spouse beneficiary receives a taxable distribution, so keep your beneficiary designation current.

GET STARTED

Your five-step HSA action plan



Confirm

Make sure your account is open, identity verification is complete and UC funding can be received.



Contribute

Choose a realistic payroll amount, remembering the annual limit includes employer funding.



Spend wisely

Use HSA dollars for qualified healthcare expenses and keep itemized receipts.



Build a cushion

Set aside enough cash for expenses you expect in the near term.



Consider investing

At \$1,000 in cash, review your options, costs and risks in your account.

Questions? HealthEquity Member Services is available 24/7 by phone or chat.

Questions?

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HealthEquity.com

