

Eligibility worksheet for Health Savings Accounts



Health savings accounts (HSAs) are designed to be used with a qualified high-deductible health plan.* This worksheet is designed to help you think through any other coverage you may have – besides the ones below that are permitted. **This form should be used as a guide and is for your records only.**

The Internal Revenue Service is very specific about what types of coverage are allowed and disallowed with HSAs. The following is a list of the types of coverage that are allowed or permitted with an HSA:

Permitted insurance

Worker's compensation
Tort liabilities
Ownership/use of property (auto insurance)
Specified disease or illness
Fixed hospital payment

Permitted coverage (through insurance or otherwise)

Accident only
Disability
Dental
Vision
Long-term care

If you are eligible to open an HSA, you are also eligible to make contributions. So, if your health coverage changes, you may want to refer back to this worksheet to ensure you can still make contributions.

1. Are you enrolled in Medicare Part A or Part B?
 Yes. Then, you are not eligible to open an HSA.
 No. Go on to the next question.
2. Can you be claimed as a dependent on another person's tax return?
 Yes. Then, you are not eligible to open an HSA.
 No. Go on to the next question.
3. Do you have any other health coverage – including coverage through your spouse – besides your qualified high-deductible health plan?
 Yes. Is the other plan a qualified* high-deductible health plan?
 Yes. Go on to the next question.
 No. You are not eligible to open an HSA.
 No. Go on to the next question.
4. Not including the HSA, are you or your spouse participating in any other health expense reimbursement plans – such as a Section 125 medical expense reimbursement arrangement (also known as a flexible spending arrangement) or a health reimbursement arrangement (HRA)?
 Yes. Is the other reimbursement plan restricted to dental, vision, and/or preventive care (as defined by the IRS) expenses or coordinated with HSA rules?
 Yes. You are eligible to have an HSA, assuming you were not disqualified on an earlier question.
 No. You are not eligible to open an HSA.
 No. You are eligible to open an HSA if you also answered "no" to the first three questions.

This worksheet is meant as a guide and is not comprehensive. If you have not been told specifically that your health plan is a qualified plan to have with an HSA, you will want to verify that the plan is a qualified plan.

If, after completing this worksheet, you have any additional questions about your eligibility, we encourage you to talk to your tax advisor. Everence Federal Credit Union (the HSA custodian) and Everence Insurance Company (the HSA administrator) are not authorized to provide tax or legal advice.

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**Having a high-deductible health plan does not necessarily qualify you to open and contribute to an HSA. Your health plan must be a qualified plan and meet standards set by the Internal Revenue Service. If you also have a second high-deductible health plan, it must also meet the standards. If you are not sure if your plan qualifies, contact your health plan or tax advisor.*