

YOUR HSA

User Guide



Set yourself up for success with an HSA

Helping people is in our DNA. That's why we offer you and your family benefits and opportunities to save throughout the year. A Health Savings Account (HSA) is a smart way to set yourself up for success. You can use it to pay for expenses now, or save for future expenses if you don't use all your HSA money by the end of the plan year.

How the HSA works

Your HSA is a personal bank account that works with the Bronze and Bronze Plus medical plans. It allows you to set aside tax-free money to pay for qualified health care expenses.

You decide how much money you want to save in your HSA, and you can change it at any time. So if you didn't elect to set aside money in an HSA when you enrolled in your medical coverage, you can still do it through the enrollment website at PENNEntertainmentBenefitCenter.com anytime.

What's great about the HSA?

While no one likes taking money out of their paycheck, there are a number of advantages.

- **It's tax-free when it goes in.** You can put money into your HSA on a before-tax basis through convenient payroll deductions. Not only do you save money on qualified expenses, but your taxable income is lowered.
- **It's tax-free as it grows.** You earn tax-free interest on your money.
- **It's tax-free when you spend it.** When you spend your HSA dollars on qualified health care expenses, you don't pay any taxes. That means you're saving money on things like your medical, dental and vision coinsurance and deductibles. See page 3 for more information on qualified expenses.
- **It's always your money.** Just like a bank account, you own your HSA, so it's yours to keep and use even if you change medical plans, leave the company or retire.



QUESTIONS?

Visit the Team Member Self Service ([TMSS](#)) landing page and click on the Benefits Hub widget and use the AskBenefits chat feature to chat with the PENN Entertainment benefits team or call the Benefits Center at +1-866-238-9995.

Attention first timers!

If this is your first time enrolling in an HSA, you will be required to pass the customer identification program (CIP) prior to establishing your HSA bank account. Alight Smart-Choice Accounts may ask you to provide additional documents before opening an HSA - this is a federal requirement for all banking institutions. This request is time sensitive and failure to take action or pass the CIP process may delay, or even cancel, your HSA election.

Get your debit card

Once your account is open, you'll receive a welcome letter and HSA debit card in the mail. The debit card gives you instant access to HSA dollars once you follow the instructions to activate it.

If you **don't** receive your HSA debit card by January 1, call the **PENN Entertainment Benefits Center** at **+1-866-238-9995** to request one be mailed to you.

Manage your HSA throughout the year

You're in complete control of your HSA—you decide how and when to use it. Log on to the enrollment website to track your HSA balance, use tools, view claims, request additional cards and more.

Growing your HSA

Check out three ways you can use your HSA to get a head start on saving for future expenses. In fact, you can grow your HSA into a 401(k)-like nest egg for health care!

1. Your contributions

For **2024**, you can save up to \$4,150* if you're covering just yourself, or \$8,300* if you're covering yourself and family. If you're age 55 or older (or will turn age 55 during the plan year), you can also make additional before-tax "catch-up" contributions to your HSA up to \$1,000.*

2. Interest

Your account earns tax-free interest. Over time, the interest you earn even earns interest!

3. Investment earnings

You can invest your HSA balance that exceeds \$1,000. This is a great way to put your money to work for you and an opportunity to grow your HSA quickly. For more information on your investment options, log on to the enrollment website at PENNEntertainmentBenefitCenter.com or call **+1-866-238-9995**.

Note: You will not be able to use your invested HSA balance for qualified expenses.

*Limits subject to midyear changes per IRS regulations. For more information, go to www.IRS.gov.



ALREADY HAVE A DEBIT CARD?

If you already have an active debit card from Alight Smart-Choice Accounts, go ahead and continue using it. A new card will not be issued unless your current card will soon expire.



ALREADY HAVE AN HSA?

If you currently have money in an HSA, you can still use it to pay for qualified health care expenses.

Spending your HSA

When it's time for you to pay for care or prescription drugs, there are three ways to use your HSA to pay:

1. Use your HSA debit card

Just use it when you're ready to pay for qualified medical expenses, and the funds will be taken directly from your account. Make sure you only use the card on qualified expenses, and that you have enough money in your HSA to cover them. Log on to the enrollment website at PENNEntertainmentBenefitCenter.com to check your balance beforehand.

2. Pay out of pocket

If you prefer, you can pay for your qualified expenses up front and pay yourself back through your HSA later. To get started, just log on to the enrollment website at PENNEntertainmentBenefitCenter.com or contact Alight Smart-Choice Accounts. You can submit a claim to reimburse yourself via direct deposit from your HSA to your regular bank account.

3. Set up direct payments to your providers

Another option is to have Alight Smart-Choice Accounts make direct payments to your provider from your HSA. Log on to the enrollment website at PENNEntertainmentBenefitCenter.com to set up direct payment.



KEEP RECEIPTS

Always remember to save your receipts when you make payments from your HSA, in case you need to prove to the IRS how you spent your HSA funds.



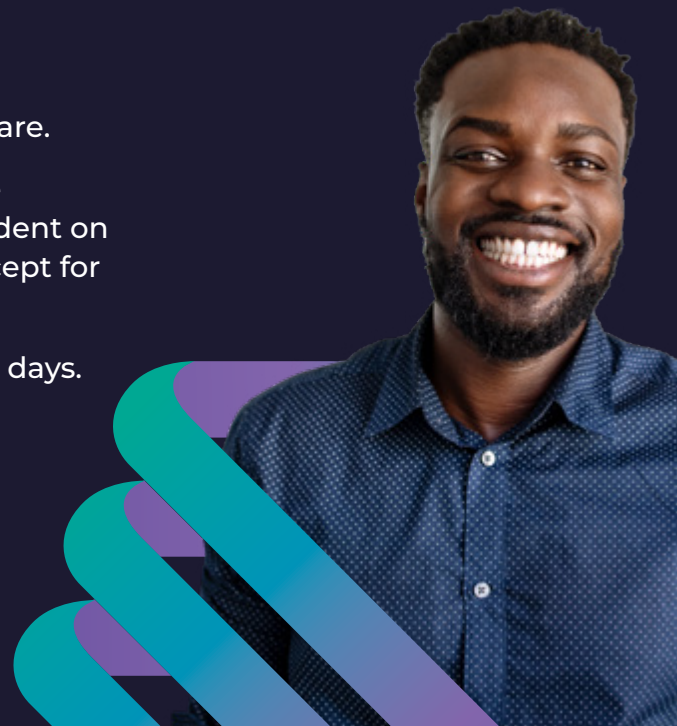
QUALIFIED EXPENSES

Find a complete list of qualified expenses at irs.gov/publications/p502. Keep in mind, if you use money from your HSA to pay for nonqualified expenses—such as child care, cosmetic surgery, health club fees, teeth whitening products, or vitamins—you'll pay taxes on that money and pay an additional 20% penalty tax if you're under age 65.

Who is eligible for an HSA?

To contribute to an HSA, you must be enrolled in a Bronze or Bronze Plus medical plan. In addition, you cannot be:

- Enrolled in any part of Medicare (A or B) or TRICARE®.
- Age 65 or over, whether or not you are enrolled in Medicare.
- Covered by another medical plan or Health Care Flexible Spending Account (for example, you cannot be a dependent on anyone else's plan that is not a high deductible plan, except for vision and dental coverage).
- Receiving veterans health benefits now or in the past 90 days.
- Claimed as a dependent on another person's tax return.
- Enrolled or elect a Health Care Flexible Spending Account. However, you can enroll in a Limited Use Health Care Flexible Spending Account to pay for your out-of-pocket dental and vision expenses.



Do you have a health care FSA?

In general, you can't contribute to an HSA if you use a Health Care Flexible Spending Account (FSA) for medical expenses. If you have an HSA and a Health Care FSA:

- In order to contribute to an HSA, your Health Care FSA must be "limited use" and can only be used to pay for qualified dental and vision expenses.
- Your HSA can be used for qualified medical, dental and vision expenses.

Success stories

The following profiles show different ways you can use the HSA to pay for expenses and save for the future. They are for illustrative purposes only.



Using the HSA debit card

This is Tom's first year in the Bronze medical plan. He would like to start saving for future health care expenses, but right now he's focused on his immediate health care expenses.

Tom uses the HSA debit card to pay for medication. He also uses it to pay the bill after visiting the doctor's office. By the end of the year, he has used up most of his account. The remaining money rolls over to the following year so he can use it to pay future expenses.



Paying yourself back later

Tina started contributing to her HSA in January. Her account balance is growing, but it's not large enough (yet) to pay for an emergency she just had. Tina knows that by the end of the year, her HSA will have more than enough money to pay for the emergency. She decides to pay for the expense out of pocket now, and reimburse herself from her HSA later. When her account balance is large enough, Tina will just log on to the enrollment website to submit a claim to reimburse herself and have the amount she paid out of pocket directly deposited into her regular bank account.

Tina knows she has the option to increase her contributions at any time—to be able to reimburse herself sooner—but she would prefer to keep her contributions the same for now.



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