You and your HSA contribution limits

- You change from individual to family coverage or vice versa
- You turn 65
- You enroll mid-year

A good rule of thumb: Any time you have a life change and enroll in a different plan, check your HSA contribution limits.

The 2019 IRS limits are $3,500 for individual coverage and $7,000 for family coverage for each calendar year. An additional $1,000 is allowed for those over age 55. These examples do not include catch-up contributions.

The amount you can contribute can change during the year. Here are a few reasons why:

- The IRS limits include HSA contributions from all sources—i.e., from you and from Adobe.
- Adobe’s contributions to eligible Aetna HealthSave (HSA) participants are prorated based on when you join the plan or increase coverage from single to family—up to $850/individual or $1,700/family each calendar year.
- Limits include contributions your spouse makes to his or her own HSA account, too.

Fact:

- $3,500
- $850
- $2,650

Adobe contribution
Sees maximum contribution
IRS limit

EXAMPLE: Kristen enrolled in the Aetna HealthSave (HSA) plan in January.

Step 1: Kristen calculates the amount she can contribute for the months she had individual coverage (January–October).

Step 2: Kristen calculates the amount she can contribute for the months she had family coverage (November–December).

Let’s do the math:

<table>
<thead>
<tr>
<th>Step</th>
<th>Calculation</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$3,500 / 12 = $291.67 per month</td>
<td>$2,916.70</td>
</tr>
<tr>
<td>2</td>
<td>$7,000 / 12 = $583.33 per month</td>
<td>$1,166.66</td>
</tr>
</tbody>
</table>

Kristen can contribute up to $2,916.70 for January–October and $1,166.66 for November–December.

EXAMPLE: Kevin enrolled himself in the Aetna HealthSave (HSA) plan in August.

Kevin isn’t sure how long he’ll be enrolled in the plan, so he contributes a prorated amount for each remaining month in the current year.

Let’s do the math:

$3,500 / 12 = $291.67 per month

Kevin’s maximum contribution

Kevin should know that he’ll have to pay taxes plus a penalty on any excess contributions if he drops the plan before December 31 of the following year.

Q: What is the maximum amount Sean can contribute to his HSA?

Method 1:

Method 2:

$3,500 + $850 = $4,350

$850 – $2,650 = $3,500

Sean’s maximum contribution

Sean’s HSA contribution limit

Q: What if I over-contribute?

Contact HealthEquity for instructions on how you can reverse the contribution. If you do not, tax penalties will apply to the amount over the maximum contribution.

Q: Where can I go for more examples and information?

Check out the HSA Guidebook from HealthEquity, available at benefits.adobe.com.