

Is the UHC CDHP-HSA Right for You?

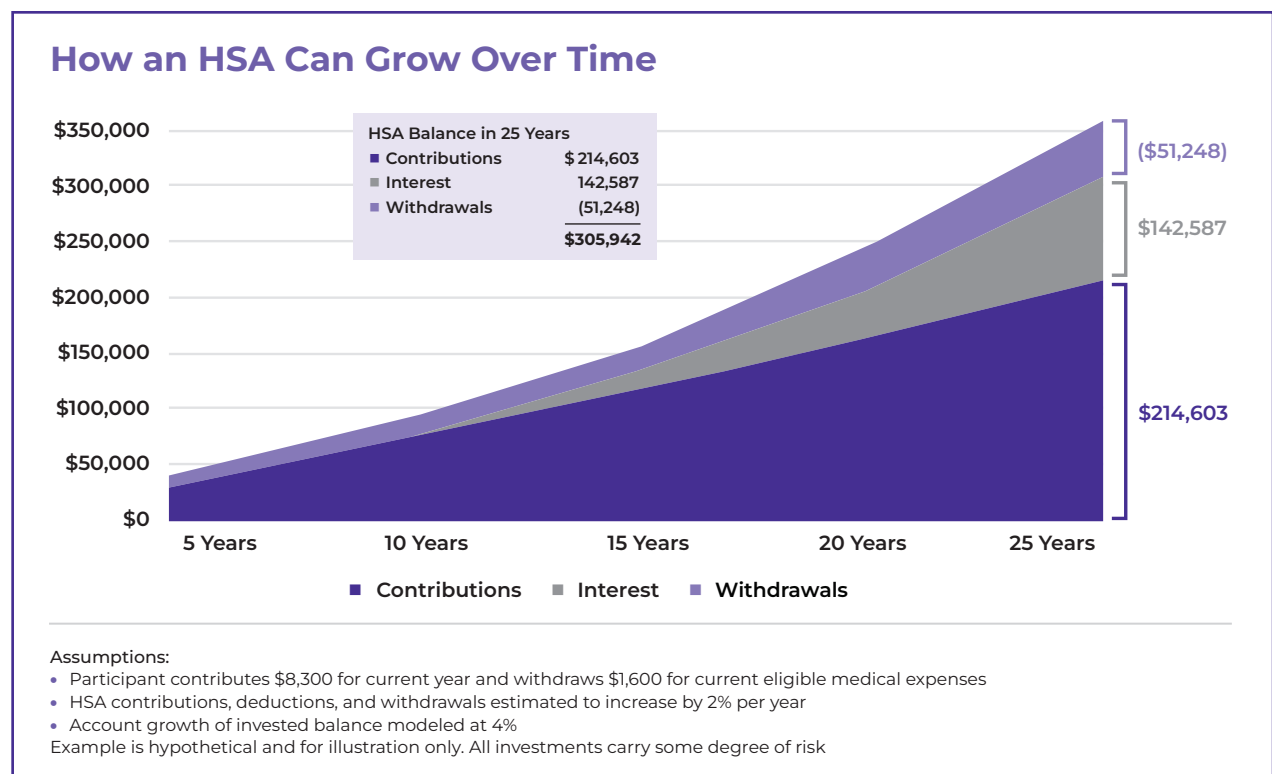


Health Savings Accounts (HSAs) offer a triple-tax advantage. This means the money you contribute is tax free, which reduces your taxable income. Any earnings generated by the account aren't taxed nor are withdrawals taxed when used for qualified expenses.

The funds in your HSA accumulate over time. You have the option to use them for qualified expenses now or allow them to grow and use them later, even after retirement. Once you reach retirement age, you can use your HSA funds for qualified expenses like long-term care or Medicare premiums or use them for non-medical expenses after age 65 (subject to tax rules).

Unlike FSAs, these funds remain in your HSA from year to year. You can earn interest, and all funds are yours to keep even if you leave Nutanix. You can also invest these funds when your balance reaches \$1,000 in a similar way that you invest your 401(k).

There are situations where HSA enrollment is restricted, such as if you're contributing to an FSA or covered by another medical plan. You can read about them on the Nutanix benefits [website](#).



HSA Contribution Amounts for 2024

Coverage Level	2024 Nutanix Contribution	2024 Maximum You Can Contribute*	2024 IRS Maximum Contribution
Employee Only	\$800 + \$250 incentive \$1,050 total	\$3,100	\$4,150
Employee + Spouse/ Partner and/or Child(ren)	\$1,600 + \$500 incentive \$2,100 total	\$6,200	\$8,300

* Contributions are pre-tax for federal income tax and most state income taxes but are after-tax in California and New Jersey. You can contribute up to \$1,000 more if you are 55 or older, or will be turning 55, in 2024.