

Frequently Asked Questions (FAQ)

What is the maximum amount I can contribute to the HSA?

The maximum annual contribution (yours and PayPal's) for 2025 is \$4,300 for employee-only coverage and \$8,550 if you cover dependents. You can contribute an additional \$1,000 if you are aged 55 or older in 2025.

How is my HSA funded?

PayPal contributes annually to your HSA. For 2025, PayPal will contribute \$500 for individual coverage or \$1,000 for family coverage. You may also make your own tax-free contributions to your HSA by having pre-tax deductions taken from your paycheck each pay period. You may also contribute post-tax money to your HSA. However, keep in mind that the total of all contributions to your HSA cannot exceed the maximums defined by the U.S. Treasury and the Internal Revenue Service (IRS).

How do I make contributions to my HSA?

The easiest way to contribute to your HSA is through pre-tax payroll deductions. Contribution elections for the HSA are processed with Your Benefits Resources (YBR) and sent to PayPal's payroll system each pay period. Once your HSA is established, PayPal's contributions, as well as your own contributions, are deposited into your HSA each pay period.

What if I contribute too much to my account during the year and exceed the annual maximum contribution?

If you contribute too much to your account, IRS rules will require you to pay regular income tax plus a 10% tax penalty on the excess amount you contributed. (Note: Different rules apply if you contributed too much because you left the plan during the year.)

Can I change my HSA contribution amount during the year?

Yes, you can change your HSA contributions at any time—but it is up to you to make sure you do not exceed the IRS total contribution limit for the year. To change your contribution amount, [log in to YBR](#) and select the **Change Your HSA Contribution** tile. Note that new HSA elections (due to your new hire status or any changes made to your current election) are *prospective* and will be effective the first pay date in the following month. View the HSA payroll effective calendar in YBR or contact YBR at 844-474-6641 to understand when your election changes will take effect.

What if my spouse has an HSA, too?

If your spouse has an HSA and either of you is covered under the other's plan, your combined HSA contributions are limited to the annual IRS contribution maximum for family coverage (\$8,550 in 2025).

Do I have to use funds from my HSA to pay for medical expenses and prescriptions?

No. You may pay out of pocket and let your HSA balance grow. You can use your HSA funds in the future for other eligible health care expenses.

What if I have money left in my HSA at the end of the year?

The HSA dollars you do not spend are yours to keep and save, year after year. Your HSA can help you pay for future medical expenses. Remember, you have control over your health care dollars. You can use your HSA to pay for eligible medical or prescription expenses, or you can pay for those expenses out of your own pocket as they come up—saving the money in your HSA for future use. As your HSA grows year over year, you can pay less out of your pocket for future expenses, since you will have more HSA dollars to apply toward your annual deductible.

What if I use HSA funds to pay for non-qualified medical expenses?

Any amount you spend from your HSA on a non-qualified expense will be considered part of your taxable income. You will also owe a 10% penalty on that amount (unless you reach age 65, become disabled or die, or roll over your HSA to another HSA), and non-qualified expenses will not apply toward your deductible. For a list of qualified medical expenses, visit the IRS website at [irs.gov](https://www.irs.gov) and type "Publication 502" in the search box.

Frequently Asked Questions (FAQ)

Can I have a Health Savings Account (HSA) and a Health Care FSA?

Yes, you can have both an HSA and a Health Care FSA; however, the FSA will be defined as a “limited-use” FSA, which means that you are only allowed to use it for reimbursement of eligible dental and vision services. You may not have an HSA and a “general-purpose” FSA since they both cover the same types of expenses. If you enroll in the Meritain CDHP with HSA and you enroll in the Health Care FSA, your Health Care FSA can only be used for eligible dental and vision services (limited use). However, if you reach your medical deductible, you can begin to include eligible medical and pharmacy claims. Contact HealthEquity at 866-346-5800 for more details, including information on the required documentation needed once you reach your medical deductible.

Where can I get more information on HSA regulations?

You can visit the U.S. Treasury website at treas.gov and type “HSA” in the search box.

How do I access the money in my HSA?

Contributions are made to your HSA each pay period, but you must accumulate enough in your account before you can use them to pay for your health care expenses. You can use those dollars to pay for any medical care you have received, or other eligible health care expenses incurred since the date you established your HSA. Once you have established your HSA with HealthEquity, you will receive a debit card that you can use to conveniently pay at the pharmacy, doctor’s office, or elsewhere. You can pay your bills for qualified medical expenses online from your HealthEquity account or pay out of pocket and reimburse yourself online.

Although you do not need to submit receipts when you are reimbursing yourself with your HSA dollars, you should save your receipts for tax purposes.

What should I do with my receipts?

You should keep your receipts for services you have received. Since you own the HSA, you are responsible for providing documentation to the IRS, if you ever need to, for the expenses charged to your HSA. The money that goes into and out of your HSA—contributions and disbursements—is reported to the IRS each year. It is important that you review this account with your tax advisor since it is like having another banking or savings account.

How do I find out my HSA balance?

Health Equity is the HSA service provider. As an HSA member, you can get your balance on your HealthEquity account by accessing your account:

[Health Equity SSO \(Single Sign-on\)](#)

[HealthEquity Login](#)

HealthEquity Contact Information:

[866-346-5800](tel:866-346-5800)

[Download the app](#)

[Website](#)

Are there any administrative fees charged to my HSA?

Like other bank accounts, your HSA is subject to banking fees. PayPal covers the monthly service charge if you are an active plan participant, but you are responsible for paying any additional fees for services like accessing cash at ATMs or overdrafts, should you no longer be an active participant in the plan.

Is there a time restriction on when I may use the funds in the account?

No. Once funds have been contributed into the HSA, they may be used at any time in the future for qualified medical expenses.

Are there any special instructions for filing my taxes?

Yes. You will receive a 1099 form and a 5498 form in the mail near tax time, so you can file your taxes. You will have to complete an 8889 form when you file your taxes. In addition, you need to keep track of your receipts for anything

Frequently Asked Questions (FAQ)

you pay for from your account in the event you need to provide documentation to the IRS to show you used any HSA funds on qualified medical expenses. Consult a tax advisor to ensure you file your taxes correctly.

The rights, if any, of employees to participate in the benefit programs and to receive benefits under such programs are governed by the terms and conditions of the applicable benefit plans and PayPal policies (the “Benefit Plans”), rather than any summary or other communication. In the event of any conflict between any summary or other communication and the Benefit Plans, the applicable Benefit Plan shall control. Information contained in this communication does not create a right to employment and will not be interpreted as forming an employment contract or affecting an employee’s employment status, which remains at-will. PayPal reserves the right to make changes or cancel any benefits at any time, at PayPal’s sole discretion.