## KIVI'S DEDUCTIBLES: WHAT TO KNOW ABOUT THEM!

***Definition:*** The amount you have to pay before your plan pays for specified services. Deductibles are usually an annual set amount.

***Calendar Year Medical Deductible:*** Begins on January 1 and ends on December 31. Kivi's calendar-year deductibles reset every January 1.

***Plan Year:*** A plan year (not to be confused with tax year or fiscal year) can be different. A company can offer employee health plans anytime in a given year. For instance, Kivi's plan starts (and renews) on July 1 will continue for the 12-month-period through June 30 of the following year. Does that mean your deductible also resets to zero on June 1? In Kivi's case, no. Deductibles will reset on January 1.

## KIVI'S HSA

***Definition:*** An HSA is a benefit that allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for healthcare expenses or use as a retirement savings tool.

***It's yours:*** Think of an HSA as a personal savings account. Any unspent money in your HSA remains yours, allowing you to grow your balance over time.

***Contribution Limits:*** The IRS sets the maximum dollar amount you can elect and contribute to an HSA. The 2025 annual contribution limit is:

- ***Single coverage - $4,300***
- ***Family coverage - $8,550***

## KIVI'S FSA

***Definition:*** A health care flexible spending account (FSA) is a benefits plan designed to allow employees to set aside pre-tax dollars to pay for eligible medical expenses such as co-pays, deductibles and other out of pocket medical expenses. Unused FSA funds are forfeited to the employer at the end of each plan year.

***Plan Year:*** Kivi's FSA plan year is July 1 – June 30

***Contribution Limits:*** The IRS sets the limits. The 2025 annual limit is:

- ***Annual Limit - $3,300***
- ***Dependent Care Expense Annual Limit: - $5,000***
- ***Carryover Limit: $660***

***Can I have both, an HSA and an FSA?*** If you are eligible to contribute and are contributing to an HSA, you can only enroll in Kivi's Limited Purpose FSA and Dependent Care FSA.

Keep Trucking Personal