



# 2024 Health Savings Account (HSA) Contributions

When you enroll in the Consumer Driven Health Plan with Health Savings Account (CDHP with HSA) as an active employee, K-C makes a contribution to your HSA. The amount of your contribution depends on when your CDHP with HSA coverage is effective and who's enrolled. The K-C contribution is the same for the CDHP Blue with HSA and the CDHP Green with HSA. The chart below shows the breakdown.

If you change from Individual to Family (Two-Party or Two-Party Plus) CDHP with HSA coverage mid-year as the result of a qualifying event such as marriage, change in your spouse's coverage through another employer, or birth/adoption of a child, K-C will make an additional contribution to your HSA based on when your coverage change is effective. However, because you already received an HSA contribution from K-C, your additional pro-rated amount will be based on Individual coverage.

Your K-C contribution is never reduced mid-year if you go from Family to Individual CDHP with HSA coverage or if you leave K-C\*. If you elect the CDHP with HSA mid-year, the effective date of your HSA is the first of the following month (unless your CDHP with HSA coverage is effective on the first of a month in which case your HSA is effective the same day). Your HSA funds can be used to pay for eligible expenses incurred on/after your HSA effective date.

**Remember:** K-C's contribution to your account counts toward the annual IRS contribution limit. It's your responsibility to make sure you don't exceed the limit:

Your Age in 2024	2024 IRS Contribution Limits	
	Individual	Family
Under 55	\$4,150	\$8,300
55 or Older	\$5,150	\$9,300

Effective Date of CDHP with HSA	Full-Time Employees		Part-Time Employees	
	Individual (Employee Only)	Family (2-Party or 2-Party Plus)	Individual (Employee Only)	Family (2-Party or 2-Party Plus)
January 1 – March 31	\$700	\$1,400	\$350	\$700
April 1 – June 30	\$525	\$1,050	\$263	\$525
July 1 – September 30	\$350	\$700	\$175	\$350
October 1 – December 1	\$175	\$350	\$88	\$175

**Note:** There is no K-C HSA contribution for CDHP with HSA medical plan coverage effective between December 2 and December 31.

\*If you continue to be enrolled in the CDHP with HSA after leaving K-C, either through COBRA or Non-Medicare Retiree Medical, you're eligible to make contributions to your HSA directly from your personal bank account; however, you're not eligible to receive K-C contributions.