

## Automatic Pretax HSA Contribution Notice

Paycor has implemented an automatic election for Associate pretax HSA contributions.

Your pretax HSA election from 2024 will carryover to 2025 unless you submit a request to change your HSA election. For example, in 2024, Jane, who has family HDHP coverage, elected pretax HSA contributions of \$450 each month and has not changed that election. Paycor will continue to reduce Jane's salary by \$450 for her monthly HSA contribution in 2025 unless she changes or revokes her HSA election.

You have the choice to elect to receive either cash (i.e., declining pretax HSA contributions) or make pretax HSA contributions. All benefit elections for 2025 must be completed during Annual Enrollment and submitted by the 11/18/2024 deadline. If you would like to decline pre-tax HSA contributions for 2025, you may do so during Annual Enrollment. You may request to change your HSA election at any time throughout the year.

To view your current pretax HSA contribution amount, if any (e.g., \$225 per pay period), please login to Benefits Advisor.