

Securing Your Retirement

It's never too late to start planning for retirement. That's because a 65-year-old retiring today is projected to incur \$275,000-\$313,000 in healthcare expenses alone in their retirement.¹ Fortunately, there are a number of tax-advantaged accounts you can use to plan for the future.



	Health Savings Account (HSA)	401(k)	Traditional IRA	Roth IRA
Eligibility	Must be enrolled in a High-Deductible Health Plan	Must be employed at a business that offers a 401(k)	Must have taxable compensation	Can contribute at any age if you meet certain income requirements
2026 Contribution Limits	\$4,400 self-only; \$8,750 family. Catch-up contribution of an additional \$1,000 if you're 55 or older.	\$24,500 if you're younger than 50, \$32,500 if you're 50 or older, and \$35,750 if you're between 60 and 63.	The lesser of: \$7,500, or \$8,600 if you're 50 or older Your taxable compensation for the year	The lesser of: \$7,500, or \$8,600 if you're 50 or older Your taxable compensation for the year
Contribution Tax Status	Tax-deductible	Tax-deductible	Tax-deductible if you qualify (eligibility is based on your retirement plan at work ²)	Taxable
Distribution Tax Status	Tax-free (if funds are used on qualifying expenses)	Taxable	Taxable	Tax-free if the distributions qualify ³
Withdrawal Penalties	Penalty applies if funds are used for non-qualified medical expenses	Generally, withdrawals made before age 59.5 are subject to be included in your gross income, plus a 10 percent penalty	Generally, withdrawals made before age 59.5 are subject to be included in your gross income, plus a 10 percent penalty	Generally, withdrawals made before age 59.5 are subject to be included in your gross income, plus a 10 percent penalty
Investment Options	Standard lineup of mutual funds, and more than 8,500 mutual funds and other investment options for savvy investors with our health savings brokerage account	A variety of mutual funds	Typically, you have a variety of options, including individual stocks, trade options and mutual funds ⁴	Typically, you have a variety of options, including individual stocks, trade options and mutual funds ⁴

¹ Milliman Retiree Health Cost Index

² <https://www.irs.gov/retirement-plans/ira-deduction-limits>

³ <https://www.irs.gov/retirement-plans/traditional-and-roth-iras>

⁴ <https://www.nerdwallet.com/article/investing/how-to-invest-ira>

We cannot provide financial advice and encourage participants to seek guidance from a financial adviser for help with investment decisions.