



## 2025 Benefits Open Enrollment

### 2025 Open Enrollment: Your Choice

At Genesis Energy, we want to make sure you receive the health care, medical treatment and prescription drugs you need for yourself and your family. This includes preventive care, doctor's visits, lab work, hospitalization, surgery and more. Whatever your medical needs, the Genesis Energy health plan has you covered.\*

You have the choice to enroll in a Low Deductible Health Plan (LDHP) – like the BCBSTX Choice Plus PPO plan for Salaried employees, or the BCBSTX Low Deductible Health Plan for Union employees; or you can enroll in a High Deductible Health Plan (HDHP) – like the BCBSTX Choice Saver HSA plan for Salaried employees or the BCBSTX High Deductible Health Plan for Union employees. Both plans will have in-network and out-of-network benefit coverage and will be administered by Blue Cross and Blue Shield of Texas. A High Deductible Health Plan (HDHP) can be coupled with a Health Savings Account (HSA).

Before making a decision on which plan best meets the needs of you and your family, review all available information to make an educated decision. Remember, the choice is yours!

### Getting to Know Your High Deductible Health Plan

#### What is a HDHP?

A High Deductible Health Plan (HDHP) is a health plan that combines a Health Savings Account (HSA) with traditional medical coverage. It provides insurance coverage and a tax-advantaged way to help save for future medical expenses. A HDHP with HSA gives you greater flexibility and control over how you use your health care dollars.

#### Why the High Deductible Health Plan?

When you enroll in a HDHP you'll be eligible for a bonus feature—a Health Savings Account (HSA). An HSA is like a 401(k) for health care. HSAs are tax-advantaged accounts that accumulate interest and can earn investment returns. The funds can be used to pay for qualified medical expenses today or can be saved for future expenses. It is owned by you, is 100% vested as funds accumulate, and lets you build up savings for future needs.



Genesis Energy will help fund your HSA when you enroll in a HDHP option based on your coverage level; \$500 for individual and \$1,000 for family coverage.\*\*

#### Highlights of a HDHP

- ✓ You can use any doctor or hospital, but you'll pay less when you use in-network providers.
- ✓ After meeting your deductible, you'll only pay your coinsurance for qualified, in-network medical expenses.
- ✓ In-network preventive care is covered at 100% (you don't have to pay anything).
- ✓ Once you reach the out-of-pocket maximum, the plan pays 100% of qualified expenses for the rest of the plan year.
- ✓ The plan comes with a Health Savings Account (HSA) to help pay for qualified expenses and your annual deductible if you choose to use it.

\* Exclusions may apply, please review plan documents and/or contact plan administrator for details.

\*\* If your account is not opened within 60 days, the employer contribution is forfeited.

# Three Main Parts to a HDHP

**1 Annual deductible:**  
Amount you pay before the medical plan pays a share of your medical and prescription expenses.

**2 HSA:**  
An account to which Genesis Energy and you contribute to help pay for qualified expenses and meet your deductible (if you wish to use it).

**3 Annual out-of-pocket maximum:**  
Your annual safety net. If an unexpected expense arises, or you just end up spending more than you planned in a given year, the out-of-pocket maximum is the most you will have to pay before the plan pays for 100% of all qualified expenses for the remainder of the plan year.

## How a HDHP Works

**STEP 1**  
**Your Deductible – You pay for all services until you reach the annual deductible.**

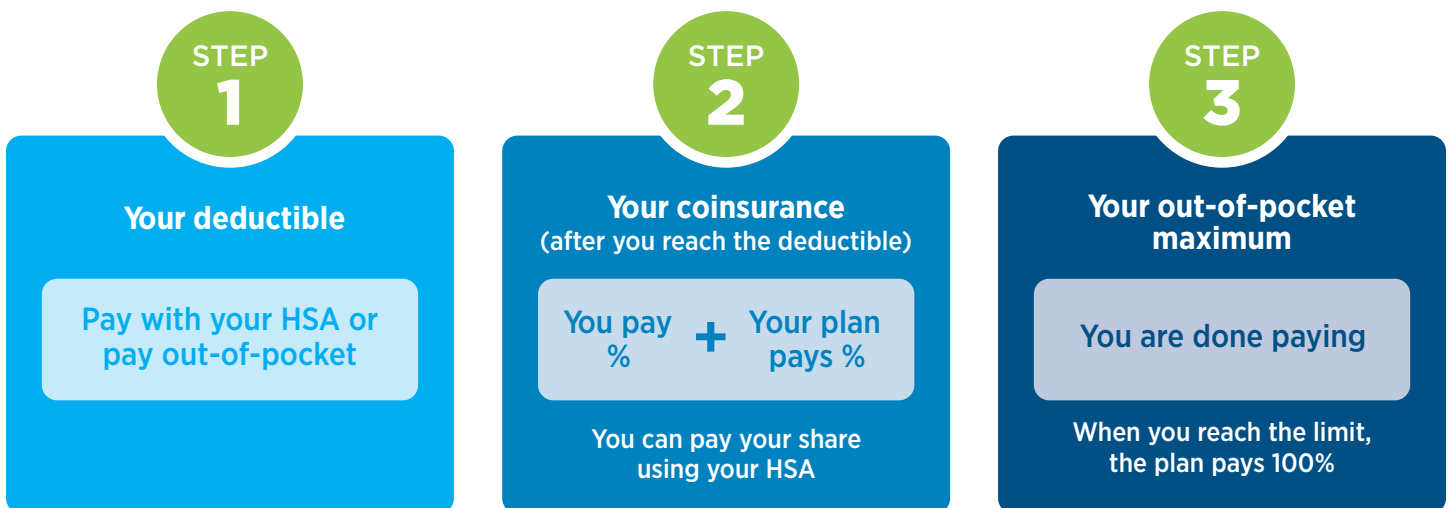
- You pay 100% of the cost for covered services (medical and pharmacy) until you reach the annual deductible.
- You pay for services with your HSA. Or, you can pay out-of-pocket.
- Preventive care is covered at 100% when you use a network doctor.
- For 2025, the deductible is \$2,000 for individual coverage and \$4,000 for family.

**STEP 2**  
**Your Coinsurance – You and the plan share the cost of services.**

- Coinsurance is when you and the plan share the cost of covered services.
- The plan will pay a percentage of the cost of your qualified, in-network medical services and you will be responsible for the remainder. Coinsurance takes effect after you reach the in-network annual deductible, and before you reach the out-of-pocket maximum.
- You can pay your portion using your HSA. Or, you can pay out-of-pocket.

**STEP 3**  
**Your Out-of-pocket Maximum – You are done paying.**

- When your deductible and coinsurance amounts reach this limit, you are done paying for the plan year.
- The in-network, out-of-pocket maximum is inclusive of deductible.
- Any remaining dollars in your HSA are yours to keep.



**Preventive care is covered 100% when you use a network doctor.**

# More About the Health Savings Account

An HSA is a great tool that helps you manage your HDHP and get the most out of what you spend on health care. With an HSA, you are able to contribute money pre-tax to your account in addition to the contribution Genesis Energy provides. This is intended to help compensate for the higher deductible found in a HDHP, but if you don't incur many expenses, you can choose to save it for the future. It's a win-win!

## Your Account, Your Money

Your HSA works just like a personal savings account. It's in your name and it stays with you wherever you go, even if you leave the Company or retire.

**Use it today or save for tomorrow.** Use the money in your HSA to pay for qualified health care expenses now or save the money for future needs.

**Money rolls over each year.** Lose the worry of having to spend it all before the end of the plan year. With an HSA, if you have unused funds at the end of the plan year, they will automatically roll over to the next year and can grow over time.

**Take it with you.** Your HSA is yours to keep, even if you retire or leave the Company.

**Save for retirement.** After reaching age 65, you may use the HSA funds to supplement regular income by paying ordinary income tax on withdrawals for any non-health care expenses.

**It's convenient.** Contributions are automatically deducted from your paycheck and you can change or stop contribution amounts at any time.

### What are "Qualified Expenses"?

You can use your HSA to pay for qualified health expenses for you, your spouse, and other eligible dependents. Qualified expenses include medical, dental and vision expenses.

Qualified medical expenses are those expenses that generally would qualify for the medical and dental expenses deduction explained in IRS *Publication 502, Medical and Dental Expenses* which can be found online at [www.irs.gov/publications/p502](http://www.irs.gov/publications/p502).

Genesis Energy  
Contributes, too!



To help you pay for your qualified expenses, if you are enrolled in a HDHP, Genesis Energy will contribute to your HSA. The amount of the contribution depends on your coverage level—\$500 for individual coverage and \$1,000 for family coverage. The Company contribution will be deposited into your HSA as soon as administratively possible after the first of the year. For new entrants to the plan throughout the year, the company contribution is pro-rated based on your start date and in compliance with IRS rules. **If your account is not opened within 60 days, the employer contribution is forfeited.**

### HSA Contribution Limits

In accordance with IRS rules, you can only contribute a set amount per year to your HSA. This means your and the Company's contributions cannot exceed \$4,300 for an individual or \$8,550 for a family in 2025. If you are age 55 or older, you can contribute an additional \$1,000 in catch-up contributions.

### Advantages of an HSA: Triple-tax Savings

Through the triple-tax advantages of an HSA, you are able to save money today for tomorrow and beyond.

- 1** The money you contribute to your HSA is deducted from your pay before taxes are taken out. This reduces your taxable income and therefore, the amount you pay in taxes.
- 2** You will be able to invest the money in your HSA and earnings can grow tax-free. If you don't spend the money in your HSA, your money will grow tax-free year after year.
- 3** You can use your HSA to pay for qualified health care expenses tax-free. So, bottom line, you're paying less for health care.

# Using Your HSA

You can choose to pay your health care expenses from your HSA or from your personal savings or checking account. Since your HSA rolls over year after year, paying out-of-pocket today lets you save money in your HSA for future expenses.

By electing a HDHP, you are automatically eligible to open and contribute to an HSA.

**You are also eligible to enroll in a Limited Purpose Health Care Flexible Spending Account (FSA).** The chart below details the similarities and differences between these accounts so take a look to see what makes sense for you and your family before you enroll. If you enroll in a HDHP and open an HSA, you may not need the Limited Purpose Health Care FSA.

If you don't enroll in a HDHP, you may be eligible for the standard Health Care FSA (not Limited). See the FSA section of the 2025 Benefits Guide for more information.

Check  
Your HSA  
Before  
You Pay



Before you try to use your HSA to pay for a qualified expense, be sure you have funds in the account. This is especially critical at the beginning of the year, when your contributions are just beginning to accumulate.

Account Feature	Health Savings Account (HSA)	Limited Purpose Health Care Flexible Spending Account (FSA)
How do I set up my account?	<b>You must open an HSA account with Fidelity</b> before contributions can be made—step by step instructions are available online at <a href="https://www.genesisenergy.com/human-resources">genesisenergy.com/human-resources</a> .	Your account is automatically set up with PayFlex, and you will receive an FSA card in the mail.
What can I pay for with this account?	Use this account to pay for qualified medical, dental and vision expenses. This includes copays and coinsurance.	Use this account to pay <b>only</b> for qualified <b>dental and vision</b> expenses.
Who can enroll?	Employees enrolled in a HDHP.	Employees enrolled in a HDHP.
Who can contribute?	Employees can contribute through pre-tax payroll deductions. Genesis Energy will contribute up to \$500 individual and \$1,000 family.	Employees can contribute to this account through pre-tax payroll deductions.
What is the annual contribution limit?	Individual: \$4,300 / Family: \$8,550 For those over age 55, an additional \$1,000 may be contributed.	\$3,200
Does the money in the account roll over year after year?	Yes	No, claims must be incurred prior to 12/31/2025 or date of termination, whichever is earlier. You can file for claim reimbursement through 3/31/2026.
If I leave the Company, do I keep the account?	Yes	No, claims must be incurred prior to date of termination.
Does the money in the account earn interest?	Yes. You can invest your HSA dollars while at Fidelity.	No
Does this account save me money on taxes?	Yes. Your contributions are deducted pre-tax, the account earns interest tax-free and withdrawals are tax-free if used for qualified medical expenses.	Yes. Your contributions are deducted pre-tax.



## Get All the Facts

IRS *Publication 969*, available online at [www.irs.gov](https://www.irs.gov), is specific to the HSA and other tax-advantaged accounts. It contains detailed information about HSA qualifications, contributions and distributions and explains how your HSA contributions will affect your tax return. Information is also available on the U.S. Treasury Department website at [www.treasury.gov](https://www.treasury.gov).

Questions? Visit [genesisenergy.com/human-resources](https://www.genesisenergy.com/human-resources) for more information.