What happens to my HSA if I leave my employer?

If you leave your employer, your Health Savings Account (HSA) is still yours. An HSA is employee-owned, portable after leaving an employer, and the money in the account does not expire.

You can continue to use your HSA balance for qualified medical expenses after you leave your job. HSA funds can be used for certain health insurance premiums, including COBRA health care continuation coverage and health coverage while receiving unemployment compensation.

If your HSA was offered through Sentinel, the account will stop being linked to your former employer and move to an individual account with Sentinel Group. When that happens, Sentinel will send instructions explaining how to access the account online and any applicable account fees.

You can still add money to your HSA after leaving your employer, but contributions would no longer come through payroll. You can fund the account from a bank account, including direct and recurring deposits, or you may continue funding the account by initiating a transfer from a personal bank account through your online account.

If your HSA is moved to an individual Sentinel account, your current Sentinel Debit Cards will no longer be active. Replacement cards are mailed after the transfer date, so review any notice you receive for timing and activation instructions.

What to do next

- Watch for a notice from Sentinel with the effective date of the change and account access instructions.
- Save receipts and records for any qualified medical expenses you plan to pay or reimburse from your HSA.
- Review whether you want to keep the account with Sentinel, make personal contributions, or consolidate another HSA into it.
- Contact Sentinel if you have questions about your specific transfer timing, card status, or any fees that may apply.

Need help?

If you have questions about your specific account, contact the Sentinel Group Service Center at 888-762-6088.

For tax questions, please consult a qualified tax advisor. Sentinel Group and its affiliates do not provide tax advice.

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