

How HEALTH SAVINGS ACCOUNTS

compare with other medical savings plans



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This brochure is intended to provide general information on federal tax laws governing HSAs. It is not intended to provide legal advice or to be a detailed explanation of the rules or how such rules may apply to your individual circumstances or under your state tax laws. For specific information, you are encouraged to consult your tax or legal professional. IRS Publication 969, Health Savings Accounts and Other Tax-Favored Health Plans, the instructions to IRS Form 8889, and the IRS's website, www.irs.gov, may also provide helpful information.

HEALTH SAVINGS ACCOUNTS



Enjoy Tax-Free Benefits on Your Terms

	Health Savings Account	Archer Medical Savings Account	Flexible Spending Account
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Who is eligible?	Individuals covered under a qualified high deductible health plan (HDHP)	Self-employed and small business employees covered under an HDHP**	Any employee, subject to employer-designated exclusions
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Are unused amounts carried over to the next year?	Yes	Yes	Generally No
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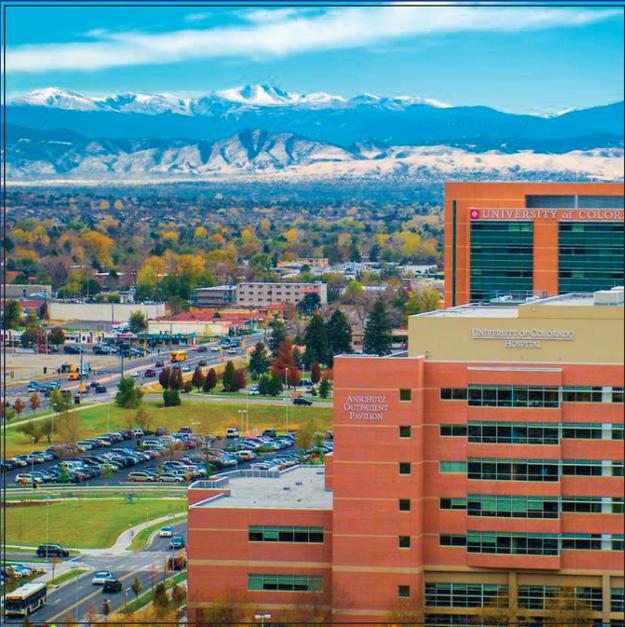
Are earnings withdrawn tax free?	Yes *	Yes *	N/A
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What is/are the contribution source(s)?	Individual and/or employer	Individual or employer	Individual only
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Is there a catch-up contribution provision?	Yes	No	No
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* For qualified withdrawals
** As defined under an Archer Medical Savings Account





Individual CHOICES for Your HEALTHCARE

By establishing a Health Savings Account (HSA), in conjunction with a high-deductible health plan (HDHP) you are taking healthcare savings back into your own hands. Make the decisions that are right for you by taking advantage of the following benefits:

Tax-Free Benefits

HSAs allow you to make deductible contributions and accumulate earnings tax free. The distributions are also tax free as long as they are used for qualified medical expenses.

Flexibility in Spending

HSAs are used to pay for or reimburse qualified medical expenses, such as health insurance deductibles and co-payments.

Year-to-Year Savings

HSAs do not have a “use it or lose it” clause. HSA balances automatically roll over from year to year, allowing you to budget for health expenses and build up savings to cover qualified medical expenses when the need arises.

Individual Ownership

An HSA is owned by you and is your responsibility to maintain.

Contribution Options

Although this is an individual account that you may contribute to and goes with you from career to career, your employer may choose to make contributions to an HSA as an added benefit to you.

You may take a once-in-a-lifetime tax-free distribution from an IRA to fund an HSA.

The maximum annual contribution amount is the standard limit.

Additionally, you are eligible for a “catch-up” contribution if you are age 55 or older by the end of your taxable year and have not enrolled in Medicare. The chart that follows shows the contribution limits.

Tax Year	Contribution Limits		Additional Catch-up Contribution Amount
	Standard Limit Self-Only	Standard Limit Family	
2019	\$3,500.00	\$6,900.00	\$1,000.00
2020	\$3,550.00	\$7,100.00	\$1,000.00
2021 and later	Subject to COLAs*	Subject to COLAs*	\$1,000.00

*Subject to cost-of-living adjustments (COLAs)

Distribution Options

The convenience of paying qualified medical expenses with a check or VISA® Check Card may be an option available to you.

