

Your New Choices in Healthcare.

As medical costs continue to rise, employees are being asked to pick up a larger share of their healthcare price tag. At the same time, employees are looking for plans that provide flexibility to help them meet their medical needs. The result is that more and more people are taking control of their health and medical expenses.

HIGH DEDUCTIBLE HEALTH PLANS (HDHP)

Many employers are responding by offering a High Deductible Health Plan (HDHP) coupled with a Health Savings Account (HSA). HDHPs pay for covered medical expenses after you reach a designated deductible, often lowering your payroll contribution compared to your other coverage options. An HDHP generally covers preventive care before the deductible is met, while protecting you against high or unexpected medical expenses.



THE HSA ADVANTAGE

With an HSA, you deposit money into an account on a pre-tax basis through payroll contributions or deduct the contributions from your taxable income. The HSA allows you to decide whether to spend your contributions on qualified medical expenses (not taxed) or invest your unused money (interest or dividends earned are not taxed).*

You can use HSA funds to pay for qualified medical expenses, such as doctors' visits, hospital stays and prescription drugs. You can also use your HSA for services that are not covered under your health plan, such as over-the-counter medications, dental fees, vision correction, and long-term care expenses and premiums.**

Best of all, your HSA stays with you for your lifetime, similar to an IRA or 401K and unlike other types of healthcare spending accounts.

TO BE ELIGIBLE FOR AN HSA, YOU MUST MEET THE FOLLOWING CRITERIA:

- Be covered by an eligible HDHP
- Not be covered by any other health plan, such as a flexible spending account (FSA), Medicare, or a spouse's coverage
- Not be claimed as a dependent on another's tax return

For more information about your new choices in healthcare, visit our Web site at umb.com.

**All mention of taxes is made in reference to federal tax law. Please check with your state's tax laws to determine the tax treatment of HSA contributions, or consult your tax adviser. Neither UMB Bank, n.a., its parent, subsidiaries or affiliates are engaged in rendering tax advice. Contributions are subject to annual limits established by the IRS. Payments and withdrawals not made for qualified medical expenses are subject to taxes and penalties.*

*** For a complete list of qualified medical expenses, see IRS Publication 502, available online at www.irs.gov/pub/irs-pdf/p502.pdf.*

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