

**PLAN SUMMARY
FOR
HEALTH SAVINGS ACCOUNT**

The undersigned Employer hereby establishes a Health Savings Account pursuant to Section 223 of the Internal Revenue Code and elects the following provisions:

EMPLOYER INFORMATION

1. EMPLOYER'S NAME, ADDRESS AND TELEPHONE NUMBER

Name: Alfred Benesch & Company

Address: 35 West Wacker Dr

Ste 3300

Chicago, IL 60601

Telephone: (312) 565-0450

2. EMPLOYER'S TAXPAYER IDENTIFICATION NUMBER:

36-2407363

3. TYPE OF ENTITY

Corporation

S Corporation shareholders, partners, sole proprietors, and members of a Limited Liability Company cannot participate in the pre-taxing of Health Savings Account and must make after tax contributions to an HSA through the S125 Cafeteria Plan.

PLAN INFORMATION

4. PLAN EFFECTIVE OR RESTATEMENT DATE:

01/01/2022

5. PLAN ORIGINAL EFFECTIVE DATE:

01/01/2019

6. PLAN YEAR RUNS:

01/01 - 12/31

7. THE FOLLOWING AFFILIATED EMPLOYERS will be a Participating Employer in this Health Savings Account:

ELIGIBILITY REQUIREMENTS AND PLAN ENTRY

8. ELIGIBLE EMPLOYEES

Same as employer's HDHP group medical plan

9. EMPLOYEES EXCLUDED:

Same as Employer's HDHP group medical plan, Employees enrolled in medicare benefits or a non-HDHP plan

10. CONDITIONS OF ELIGIBILITY
Any Eligible Employee will be eligible to participate in the Health Savings Account upon satisfaction of the following:

Same as employer's HDHP group medical plan

11. ENTRY DATE OF PARTICIPATION
An Eligible Employee who has satisfied the eligibility requirements will become a Participant on

Same as employer's HDHP group medical plan

CONTRIBUTIONS

12. EMPLOYER WILL CONTRIBUTE:

\$1,600.00 per single coverage
\$3,200.00 per employee plus one coverage
\$3,200.00 per family coverage

This amount will be prorated for midyear new hires.

13. EMPLOYER CONTRIBUTIONS SHALL BE MADE:

Biweekly

14. MAXIMUM ALLOWABLE CONTRIBUTION AMOUNTS:

Employees may make additional pre-tax contributions above the employer funded contribution amount, provided contributions do not exceed the annual IRS allowable maximums for the calendar year.

15. EMPLOYER CONTRIBUTIONS WILL BE GIVEN:

Through a Cafeteria Plan

16. PRETAXING OF EMPLOYEE HSA CONTRIBUTIONS THROUGH YOUR S125 CAFETERIA PLAN:

Yes, for regular employees. S Corporation shareholders, partners, sole proprietors, and members of a Limited Liability Company cannot participate in the pre-taxing of Health Savings Account and must make after tax contributions to an HSA through the S125 Cafeteria Plan.

TAX CONSIDERATIONS

This is just a brief summary of some, but not all tax considerations. They are not inclusive of all guidelines, rules and regulations found in the IRS tax code. Chard Snyder is not a tax advisor. Please consult a tax professional with any questions when preparing your tax forms. Any discrepancies or omissions between tax considerations indicated on this setup form and the IRS tax code are not the responsibility of Chard Snyder. The regulations in the IRS tax code will prevail.

- Employer and Employee pre-taxed contribution totals combined must appear in box 12 of the W-2 with the letter W next to the total contributions.
- Employees must complete and submit Form 8889 (available on CS website) with their 1040 each tax year. Employee's will receive a W-2 from their Employer and Form 5498 (contributions) and Form 1099-SA (distributions) from the bank to assist Employees in completing the Form 8889.

EMPLOYER

Alfred Benesch & Company

By: _____ Date: _____

Printed Name: _____

Title: _____