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Or maybe you've been in business a while, are opening back up again, and want to review or add convenience services that will save you time and streamline cash management.

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How can Kim help your business?

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WHAT IS A HEALTH SAVINGS ACCOUNT (HSA)?

An HSA is a tax-free savings account that's paired with a high deductible health insurance plan to pay for routine medical expenses. Think of it as a 401(k) for health care.

HOW DOES AN HSA WORK?

Each year, you decide how much to contribute to your HSA. The money in the account is put toward the deductible. Once the deductible is met, the insurance kicks in to cover any additional costs – just like a traditional insurance plan.

HSA account holders receive a debit card or checks connected to their HSA balance to pay for eligible medical expenses. Funds withdrawn for non-medical expenses before the age of 65 are subject to a penalty.

Any unused funds roll over from year-to-year and earn interest in the process.

With HSAs, the individual owns the account – not the employer, even if they contribute to it. That means you can take your HSA with you should you change jobs.

DO I QUALIFY FOR AN HSA?

An employer may offer HSA-qualified insurance as an employee benefit. Others may select HSA-qualified plans from their state exchanges via the Affordable Care Act. You can also get an HSA through your financial institution.

You are eligible for an HSA as long as you do not have other disqualifying coverage, like a Flexible Spending Account (FSA), Medicare, Medicaid or Tricare. You also cannot be claimed as a dependent on another person's tax return.

HSA LIMITS

The IRS sets the minimum deductible, maximum contribution and maximum out-of-pocket cost for HSAs each year.

	Minimum Deductible	Maximum Contribution	Maximum Out-Of-Pocket
Individual 2018	\$1,350	\$3,450	\$6,650
Individual 2019	\$1,350	\$3,500	\$6,750
Family 2018	\$2,700	\$6,900	\$13,300
Family 2019	\$2,700	\$7,000	\$13,500

*A catch-up contribution of \$1,000 is allowed annually for people 55 or older.

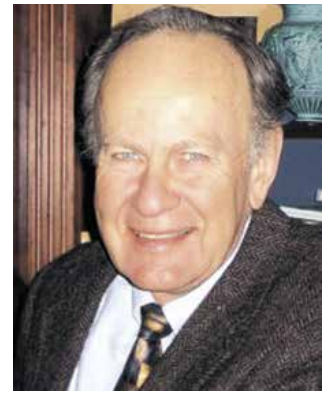
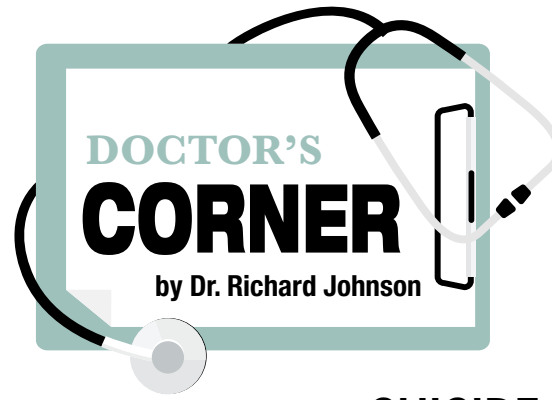
HSA TAX ADVANTAGES

There are four tax advantages unique to HSA accounts:

- Contributions to HSAs are deductible to you, regardless of the source;
- Interest or investment gain on the account isn't subject to tax;
- Funds can be withdrawn to pay for qualified medical expenses without being taxed; and
- After age 65, you can withdraw funds for non-medical expenses without being subject to a penalty (however, they'll be subject to income tax).

Source: American Banker's Association

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SUICIDE

Within the past 30 days I have attended two memorial services for young 25-year-old men who were actively participating in life and by all obvious signs connected with friends. So why did they shoot themselves? I, and many others, have no idea. Sure, we all look at various segments of their lives and hypothesize about what might have triggered such action. The young men did not tell us, and we are at a loss: a loss to explain, a loss to understand, and for the families, a very personal loss.

According to the world population review the country with the highest suicide rate is Lesotho at 72.4 per 100K. Barbados and Grenada have the lowest rate at 0.6 per 100K. They list the U.S. as having a rate of 16.1 per 100K.¹

In 2018 NH's suicide rate was 17.5 per 100K, which was slightly above the average of all 50 states. In 2017, 265 people died by suicide in NH, making suicide the 8th leading cause of death, between diabetes and flu/pneumonia. NJ had the lowest suicide rate and Wyoming the highest. Other statistics to be aware of: In 2018 there were more than 48,000 deaths by suicide making it the 10th leading cause of death in the US. Firearms were involved in half of these deaths, and there were more than twice as many deaths by suicide than by homicide. The societal costs associated with suicide & suicide attempts have been estimated at \$93.5 billion.²

As you can imagine trying to find the 'cause' for death by suicide does not fit into a neat formula. Suicide is not a respecter of sex, age, race or religion. It is true that men are more likely to die by suicide, but women are more likely to attempt suicide. The age risk for suicide is between ages 15 and 24 and over 60, and there has been a rise in the suicide rate among the 10 – 14 year old population. Here are some 'warning signs' of suicide:³

- Talking about wanting to die or feeling hopeless
- Talking about guilt, shame, feeling trapped
- An increase in the use of drugs or alcohol
- Withdrawing from family & friends. Anxious.
- Giving away possessions, saying goodbye to friends/family

What should you do if you are worried that someone is possibly contemplating suicide?

- If you are worried about someone... say something. Helping the person to get help as soon as possible is the best prevention.
- The social media platforms have 'support' sites for help.
- You can call 911
- The National Suicide Prevention Lifeline is: 1-800-273-8255
- NH's major cities have crisis 'hot lines'.

1. (<https://worldpopulationreview.com/country-rankings/suicide-rate-by-country>)

2. <https://www.americashealthrankings.org/explore/annual/measure/Suicide/state/ALL>

3. <https://www.nimh.nih.gov/health/publications/suicide-faq/>



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