

Health Savings Account Enrollment Form

If you have any questions about HSAs or completing this form, please contact The Harrison Group, Inc at (610) 853-9075.

Part I - Accountholder Profile Information						
*Participant Name (First, MI, Last)		*Emp	*Employer Name (If sponsored by an employer plan)			
*Date of Birth (MM/DD/YYYY)	*Social Security Number	*Hom	ne Phone	*Mobile Phone		
Bute of Birth (Mining B) 11111)	Coolar Coolary Hambor	11011	is i none	Mobile Friend		
*Physical Street Address (U.S. addres	ss required to open an HSA)					
Triyolodi Giloot Address (B.B. ddd/ss	se required to open an ries ()					
*City		*State)	*Zip		
Alternate Mailing Street Address or Po	O Box					
Cit.		Ctata		7:		
City		State		Zip		
*Email Address						
*Gender Male	Female Unspecified	*Mar	ital Status Ma	arried Single		
	r emale onspecified	Iviai	itai Status ivid	arried Sirigle		
*Mother's Maiden Name						
*Hire Date	*Hours Worked per Week		*Payroll Frequency			
	'					
Part II - Authorization and	Eligibility Certification					
When opening an HSA with Th						
-	old and cannot be claimed as a high deductible health plan (HI	•	ent on someone eise	s lax relum.		
I am not enrolled in Mo		,				
	er non-qualified health coverage e spending account (FSA) to pa		dical expenses incurre	ed before my medical		
	, unless it is limited to pay for only does not have a flexible sp					
	lan deductible is met, unless it					
As a follow-up to this applic		or furthe	r instructions on ho	w to login to the HSA		
website to accept your term				*Dete		
*Signature	*Print Name			*Date		



	for Payroll Deduct		vour er	mplover's be	enefit offe	erina)		
(Complete this section if you are enrolling through your employer's benefit offering) I authorize my employer to deduct my HSA contributions from my payroll, and forward them to my HSA.								
My health plan cover	age Type: Single	Famil	у					
only/family). You contribution allow December 1, you to be an eligible in excess contribution and it contribution and it	as a maximum annual remployer may choos red. Your health plan e're considered eligible ndividual during the neon. You are solely respontribution limitation requesting a withdrawaton. For additional infor	e to contribute ligibility detern for the entire yext calendar ye consible for de You are also al of the exces	e to you mines t year ar ear, an etermin resports ss contr	ur HSA, whice he effective and not require y contribution ing whether a sible for note toget	th will cour date of you ed to prora ns over the contribution ifying the other with a	nt towards your HSA. If your HSA. If your conting prorated arous to your Houstodian of ny net incom	our maximulu are coveributions. I mount may SA exceed any excessive attributa	um ered on f you cease be an d the s ble to the
2025 Annual Contril	oution Limit			2026 Annua	al Contribu	tion Limit		
Health Plan Coverage Level	*Annual Contribution Limit	Per Monti	Month Health Plan Coverage Level		*Annual Contribution Limit		Per Month	
Self-Only	\$4,300	\$4,300 \$358.33		Self-Only		\$4,400		\$366.66
Family	\$8,550	\$712.50		Family		\$8,750		\$729.16
*Age 55+ eligible for an additional catch-up contribution of \$1,000								
Your Personal Cont								
Annual Maximum Contribution (plus catch up if eligible)	Minus (-)	ribution Eq	Ar	our Eligible nnual ontribution	Divide (/)	Number of Payrolls per Year	Equals =	Your Maximum Per Pay Period Payroll Deduction
\$	\$							Ψ
Please withhold \$ per pay and apply to my HSA at The Harrison Group, Inc.								
Part IV - Bank Ad	count and Reimbu	rsement Me	thod					
	my debit card and reques my HSA distributions.	st a distribution	through	the HSA web	site, then I	select the met	thod below	to
will complete the Di	eposit – I wish to have rect Deposit Setup in n e utilized to make a po	ny online parti	icipant	portal. This p	personal ba	ank		
OR Paper Check -	· I wish to have a pape	r check mailed	d to me					



Employee Next Steps:

- 1. Give this completed form to your Employer HR/Payroll/Benefits office to approve and process for payroll deductions.
- 2. You will receive an email notification that your Health Savings Account (HSA) has been received and set-up.
- 3. Accept the terms and conditions of your Health Savings Account:
 - Log into your HSA Participant Portal at <u>www.theharrisongrouponline.com</u>
 - Click "Log In", then "I am a Participant".
 - Enter your User ID and Password:
 - Your User ID is the first letter of your first name, followed by your last name, followed by the last four digits of your Social Security number.
 - o Your Password is the last four digits of your Social Security number
 - Click to "Accept" the terms and conditions of your HSA.
 - Go to the "Tools & Support" tab in your portal to set up Direct Deposit for your account.
- 4. Verification of your identity is required for opening an HSA and may result in needing to supply additional information. If this applies to you, then you will be notified by The Harrison Group, Inc. on how to proceed.foo

Employer HR/Payroll/Benefits Department:

- 1. Process the payroll deduction to the employee's pay.
- 2. Please submit this form to The Harrison Group, Inc.

Email directly to your dedicated account manager or send to our service inbox here:

Email: service@theharrisongrouponline.com

Mailing Address:

The Harrison Group, Inc.

3 Raymond Drive, Havertown PA 19083

Fax: (610) 853-9079





EMPLOYEE PORTAL QUICKSTART GUIDE: HSA

Welcome to your The Harrison Group Participant Portal. This one-stop portal gives you 24/7 access to view information and manage your **Health Savings Account**.

Our one-stop portal provides you with:

- Anytime, anyplace access to your HSA, including online election changes and 24/7/365 availability; download HSA information, forms and notifications
- Integrated access to your investments, meaning you only need to remember one username and password
- Fund performance and prospectus information for several available mutual funds
- Paperless administration, including online account summary reports
- Upload receipts and track expenses
- View up-to-the-minute account balances
- View your account activity details

I opened my Health Savings Account with The Harrison Group.

What should I do now?

Go to your Participant Portal today at:www.theharrisongrouponline.com

- Online Access: Choose I am a participant. (See page 2 for log in instructions). You will be prompted to update your password, complete security questions and ACCEPT your Terms & Conditions.
- 2 **Set up Investment Sweeps**: You will be surprised at how quickly your account will grow! Be ready to maximize your account by setting up your account to sweep to investments automatically at \$2,000 or higher. See "How do I sign up to Access/Sweep cash to Investments?" instructions on page 4.

We know from Web usage statistics that you'll most likely use the portal to:

- Request distributions
- View account balances
- View account activity, including contributions, deductions, and payments
- View plan information, forms and notifications

This portal is designed to be easy to use and convenient. You have your choice of two ways to navigate this site:

- 1. Work from sections within the Home Page, or
- 2. Click on the tabs at top of Home Page.

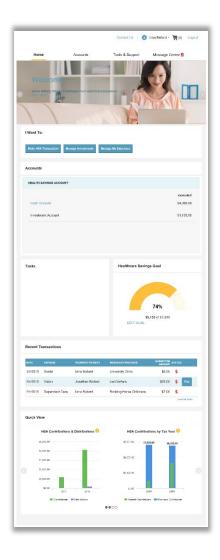
HOW DO I LOG ON TO THE HOME PAGE?

- 1. Go to www.theharrisongrouponline.com
- 2. Choose I am a participant, then Participant Login
- Enter your login ID and password
 Your USER ID is the first letter of your first name, followed by your last
 name, followed by the last four digits of your Social Security number.
 Your PASSWORD is the last four digits of your Social Security number
- 4. Click Login.
- 5. Make sure to **ACCEPT** the terms and conditions of your HSA.

The **Home Page** is easy to navigate:

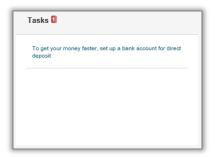
- Easily access the Available Balance and I Want To sections to work with your account right away.
- The **I Want To** section contains the most frequently used options within the Employee Portal, including managing your investments.
- The **Available Balance** links to the Account Summary page, where you can see and manage your account.
- The **Tasks** section displays alerts and relevant links that enable you to keep current on your account.
- The Quick View section graphically displays some of your key account information.

You can also click on the tabs at the top.



IS THERE ANYTHING ELSE THAT I NEED TO DO?

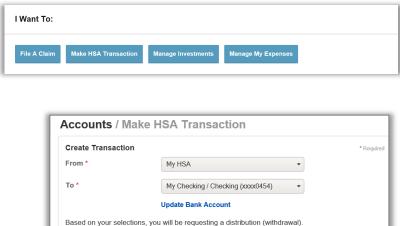
- Check **Tasks**, all messages are unique to each person's profile
 - o Have you set up Direct Deposit to get your money faster?
 - Have you downloaded the Mobile App for quick easy access to your account balance?
- An email notification will be sent alerting you that you have actions to complete opening your HSA account.



HOW DO I REQUEST A DISTRIBUTION (make a withdrawal from your HSA)?

- To request a distribution from your HSA, you may select the link in the I Want To section, Make HSA Transaction.
- To create a transaction from your HSA account, complete the fields as prompted through the online HSA transaction wizard. You may choose to receive a disbursement issued to yourself or, someone else.

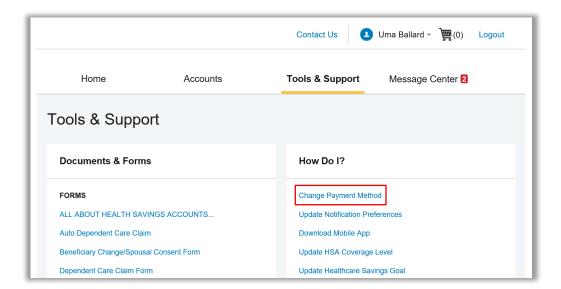
Did you know? For a convenient alternative, you can use your **HG Advantage Card** to pay for your medical expenses directly from your HSA.



The fastest way to get your money is to use your **HG Advantage Card** at the point of sale to pay for expenses. If you did not use your **HG** Advantage Card, the quickest way to receive reimbursement is to sign up online for direct deposit to your personal checking account.

To sign up for **DIRECT DEPOSIT**, follow these instructions:

- From the Home Page, under the Tools & Support tab, click Change Payment Method under the How Do I section.
- 2. Select Reimburse Myself Using Direct Deposit and click Change Payment Method. The Add Bank Account: Direct Deposit Setup page displays.
- 3. Enter your bank account information and click **Submit**.
- 4. The **Payment Method Changed** confirmation displays.



CAN I CONTRIBUTE MORE FUNDS TO MY HSA, OTHER THAN PAYROLL DEPOSITS?

Yes! You may contribute to your HSA by transferring from your personal bank account, and then report that contribution on your tax return to claim your deduction at tax filing time.

- 1. To make a personal contribution from a personal banking account to your HSA, you may select the link in the I Want To section, Make HSA Transaction.
- 2. If you have a bank account on file, you may use that as your contribution account. If you do not then there is a link to add a new bank account.
- 3. You may make a one-time or recurring contribution as you wish. Complete the transaction information and follow the remaining steps of the online HSA transaction wizard.
- 4. The debit transaction will be made to your personal bank account within 2 business days of your request, and the money becomes available in your HSA as soon as it is deposited.

HOW DO I SIGN UP TO ACCESS/SWEEP CASH TO INVESTMENTS?

- 1. From the **Home Page**, access the **Investments Summary** page by clicking on the **Manage Investments**, button from the **I Want To** section or click on **Manage Investments** from the **Accounts** menu.
- 2. Once you get to the summary page, select the **Manage Investments** button on the left-hand side of the screen.
- 3. Select Update next to Auto-Transfers to or from an Investment Account.
- 4. Enter the dollar amount (above the noted minimum) to set as a "cash threshold balance" for your investments to automatically transfer between cash and investments ongoing. You

can change this at any time.

 Don't forget to set your investment allocation. See "How do I change my Investment Elections?" below.



HOW DO I FIND MY INVESTMENT BALANCE?

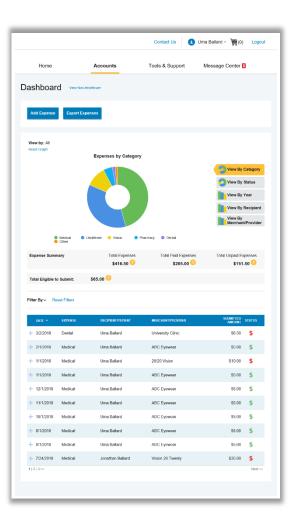
 You can find your HSA cash and investment balances directly from the Home Page under the Accounts section. For more details click on the appropriate balance and select Account Activity. From there you can view more detail regarding your account.



ALL HEALTH CARE EXPENSE ACTIVITY IN ONE PLACE

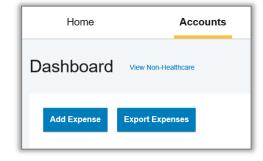
To view and manage ALL healthcare expense activity from EVERY source, use the DASHBOARD

- Under the Accounts menu is the Dashboard. The Dashboard provides you with an easy-to-use consolidated view of healthcare expenses for ongoing management of medical claims, premiums, and card transactions.
- 2. Easily filter expenses by clicking on the **Filter By** options in the middle of the page, or by clicking on the **Field headers** within the **Dashboard**.
- 3. You can search for specific expenses using the **Search Field** on the bottom left-hand side of the screen.
- 4. Expenses can be exported into an Excel spreadsheet by clicking on the **Export Expenses** button on the upper left-hand side of the page.



HOW DO I ADD AN EXPENSE TO THE DASHBOARD?

- 1. From the **Dashboard** click on the **Add Expense** button in the upper left-hand side of the page.
- 2. Complete the expense detail fields. You can even upload a copy of the receipt and add notes for your records.
- 3. Once the expense has been added to the **Dashboard** you can pay the expense, if desired.



Please note: Adding an expense does not pay the outstanding bill.

HOW DO I PAY AN EXPENSE?

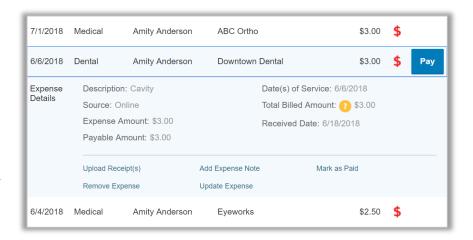
- 1. You may process payments/reimbursements for unpaid expenses directly from the **Dashboard** page.
- 2. Expenses will be categorized, and **payment** can be initiated for unpaid expenses by clicking on the button to the right of the expense details.
- 3. You can filter the **Dashboard** to only view unpaid expenses by clicking on the **Unpaid** status from the **Filter By** menu.
- 4. Simply choose which expenses you would like paid and you will be presented with the eligible accounts to select where the claim should be paid.
- 5. When you click **Pay** the claim details from the **Dashboard** will be pre-populated within the claim form. Review an **Edit the Claim** details by completing any required fields that remain blank.
- 6. You will have the option to either request a reimbursement/distribution to yourself or pay the



provider.

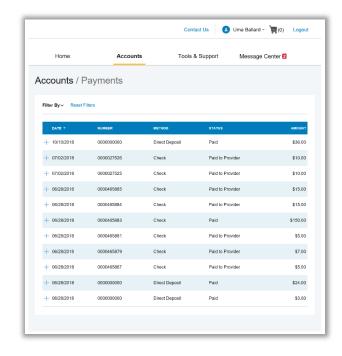
HOW DO I EDIT AN EXISTING EXPENSE IN THE DASHBOARD?

- You can edit expense details for all claim statuses directly from the Dashboard page.
- Expand the expense details visible by clicking on the expense line item from the **Dashboard**.
- You will be presented with options to add expense notes, update the expense details, mark the expense as paid/unpaid or remove the expense for unpaid expenses from the dashboard.



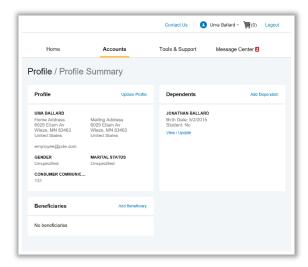
HOW DO I VIEW MY PAYMENT HISTORY?

- 1. On the **Home Page**, under the **Accounts** tab, click **Payments** from the left-hand menu.
- 2. You will see payments made to date, including debit card transactions.



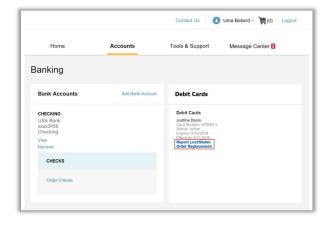
HOW DO I UPDATE MY PERSONAL PROFILE?

- 1. In the **Accounts** menu, under the **Profile** section, you will find links to update profile information including profile summary details, dependents, and beneficiaries.
- Click the appropriate link on the Profile screen for your updates: Update Profile or Add/Update Dependent or Add Beneficiary. Some profile changes will require you to answer an additional security question.
- 3. Complete your changes in the form.
- 4. Click Submit.



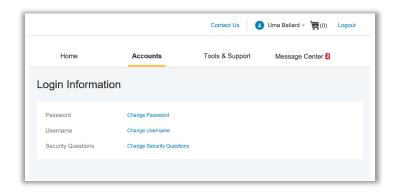
HOW DO I REPORT A DEBIT CARD MISSING AND/OR REQUEST A NEW CARD?

- 1. From the **Home Page**, under the **Accounts Tab**, click the **Banking** link.
- Under the Debit Cards column, click Report Lost/ Stolen or Order Replacement and follow instructions.



HOW DO I CHANGE MY LOGIN AND/OR PASSWORD?

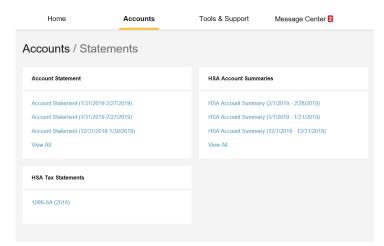
- In the Accounts menu, under the Profile section, and click Login Information on the left-hand navigation bar.
- Follow instructions on the screen. (For a new account, the first time you log in, you will be prompted to change the password that was assigned by your plan administrator. Follow the instructions.)
- 3. Click Save.



ARE HSA STATEMENTS AVAILABLE ONLINE?

Your HSA Account Summary report can be found by clicking on the **Accounts** tab and selecting **Statements**. The three most recent summaries will be displayed or, you can click on **View All** to see more.

An HSA Investment Account summary can be found on the **Investment Portal** by choosing **Fund Activity Summary**.



ARE HSA TAX DOCUMENTS AVAILABLE ONLINE?

Your HSA tax documents can be found by clicking on the **Tools and Support** tab and choosing **HSA Tax Documents.** All tax documents will be accessible here, including corrections or updates.

WHERE CAN I FIND HSA FORMS AND RESOURCES?

Forms, such those pertaining to HSA distributions and excess contributions, can be found under the **Tools & Support** tab. Additional resources, such as FAQ's, and information about interest rates and how to invest funds can also be found under the **Tools & Support** tab.

HOW DO I VIEW OR ACCESS PLAN INFORMATION?

- From the Home Page, under the Accounts tab, you will be directed to the Account Summary page
- Click the applicable account name and the Plan Rules will open in a pop-up window.
 OR from the Home Page, under the Tools & Support tab, you may view Plan Summaries for basic information.



MORE HELPFUL INFORMATION

From the **Home Page**, under the **Tools & Support** tab, you may find links that connect you to helpful information supplied by The Harrison Group. These may be links to The Harrison Group website or to other valuable resources that enable you to manage your healthcare more effectively.

Our office is open Monday through Friday, 8:30am to 5:00pm EST if you need assistance with your portal or have questions.





YOUR GUIDE TO HEALTH SAVINGS ACCOUNTS



WHAT IS A HEALTH SAVINGS ACCOUNT?

A Health Savings Account, or HSA, is more than just a way to pay for medical costs—it's a powerful tool for managing your healthcare expenses and saving money. Think of an HSA as your personal healthcare fund that's there to help cover the medical bills for you and your family, whenever they come up. From prescriptions to doctor visits, your HSA helps you pay for a wide range of health-related expenses.

What makes an HSA unique is its ability to grow with you.
Unlike other accounts, the money you save in your HSA stays with you year after year, building up like a savings account.
And since you own the account, it's yours to use, even if you switch jobs or retire.

Ready to learn more about how an HSA can boost your financial well-being? In this guide, we'll show you how HSAs can save you money today, help you plan for the future, and give you peace of mind when it comes to health expenses.





HOW AN HSA WORKS

An HSA is like a dedicated savings account just for healthcare costs, but with some added perks. Here's how it all comes together:

- Pairing with a Health Plan: To open an HSA, you'll need to have a qualified High Deductible Health Plan (HDHP). This type of plan has a higher deductible but a lower monthly premium, which means more of your money can go toward your HSA savings.
- Funding Your Account: You decide how much to contribute to your HSA, up to the IRS annual maximum. This money goes into the account before taxes are taken out, which means more of your earnings go directly toward your healthcare savings.
- Using Your Funds: Once you've saved in your HSA, you
 can use it to pay for a range of qualified medical expenses
 for yourself, your spouse, and your dependents. This
 includes costs like prescriptions, doctor visits, dental and
 vision care, and even over-the-counter medications. Just
 swipe your HG Advantage Card to use your funds—no
 hassle, no waiting.



• Savings That Last: Any money you don't spend stays in your HSA, rolling over year after year. Plus, once your balance reaches a certain amount, you have the option to invest it. Any growth or earnings on these investments are tax-free as long as you use the funds for qualified medical expenses, allowing your savings to grow faster and work harder for you over time, just like a retirement fund.





HSA TAKEAWAYS TO REMEMBER:



- An HSA is yours. Funds in your HSA account stay with you, even if you change jobs.
- Contribute Tax Free. An HSA reduces your taxable income. The money is tax free both when you put it in and when you take it out to cover qualified medical expenses.
- **Grow funds Tax Free.** An HSA grows with you. When your HSA account balance reaches the minimum balance requirement, your funds may be invested in mutual funds yielding tax-free earnings.
- Spend Tax Free. Withdrawals used for eligible expense are tax free.
- Funds can be withdrawn anytime for medical expenses.

QUESTIONS?

Our account managers are available to answer any questions you may have throughout the year. We strive to deliver flawless customer service to make your life easier. Whether you utilize our website, participant portal, mobile app, or call and email us, we will answer your questions promptly and with our best customer care.







Health Savings Account Distribution Request/Account Closure Form

Use this form to request a distribution from your HSA. If you have any questions about HSAs or completing this form, please contact The Harrison Group at (610) 853-9075.

Transfer Process:

- 1. Complete all sections of this form.
- 2. Email, mail or fax completed form to:

Email: Service@theharrisongrouponline.com

Mailing Address: The Harrison Group, Inc. – 3 Raymond Drive, Havertown PA 19083

Fax: (610) 853-9079

*Required Fields					
Part I Accountholder Informatio	n				
*Participant Name (First, MI, Last)		*Employer Name	(If sponsored by ar	n employer plan)	
*Date of Birth (MM/DD/YYYY)	*Social Security Number		*Day Telephone		
*Address					
*City		*State		*Zip	
- "					
Email Address Note: Distributions will be sent via direct de	posit to your personal bank ac	count on file. If no I	pank account is on	file, a check will be mailed to your	
mailing address on file.				,	
5 (115) (11 (1 1 1 1 1 1 1					
Part II Distribution Information			*C a l a at the a lab a alch	ovit this distribution due to a diverse	
*Select the Distribution Type (see second				ox if this distribution due to a divorce	
Normal Prohibited Transaction Rollover Disability Yes, Distribution Related to a Divorce *If checked 'yes' for divorce, then provide Ex-Spouse Name and Address:					
Til checked yes for divorce, then provide Ex-Spouse Name and Address:					
Excess Contribution Removal	Date Excess Contribution Oc	curred:			
Total Amount to Distribute:	Entire Balance		Keep my HSA Ope	en	
Specific Amount \$			Close My HSA (a c	losure fee of up to \$25 may apply)	
Signature					
I certify that I am the proper party to receiv	e payment(s) from this HSA a	nd that all informati	on provided by me	is true and accurate. I further	
certify that no tax advice has been given to assume the responsibility for any adverse to					
Inc. in no way be held responsible. I acknown two. I understand that any applicable fees	owledge that I have read and ι	understood the Rule	es and Conditions a	applicable to a distribution on page	
Schedule.) I acknowledge that this form ma	ay be electronically signed, an	d I agree that the e			
same as handwritten signatures for the pur	pose or validity, enforceability	, and admissibility.			

*Accountholder Signature

*Date



Health Savings Account Distribution Request/Account Closure Form

Rules and Conditions Applicable to a Distribution

Investments	If you have enabled investments with automatic investment transfers and are requesting to close your HSA, The Harrison Group, Inc. will initiate the selling of your investments if applicable. To expedite processing times, you can initiate the selling of your investments via the consumer portal.
General Information	You must supply all requested information so The Harrison Group, Inc. can do the proper tax reporting. To request a distribution due to the death of the HSA account holder, request a HSA Death Distribution form from The Harrison Group, Inc.
	For additional information regarding distributions, please refer to https://www.irs.gov/pub/irs-pdf/p969.pdf .
Distribution Reason	Normal Distribution Normal Distributions received for payment of a qualified medical expense are excludable from your gross income. Distributions which are not used to pay qualified medical expenses will be includable in your gross income and may be subject to an additional penalty tax. A normal distribution is reported to the IRS on Form 1099-SA using Code 1.
	Rollover A rollover is a way to move money from one HSA to another HSA. The funds you received from your HSA must be deposited into another HSA within 60 days after you receive them. You are entitled to one distribution within a 12-month period that may be rolled over to another HSA. A rollover distribution is reported to the IRS on Form 1099-S/using Code 1.
	Excess Contribution Removal
	If you have made an excess contribution to your HSA, you must generally take the appropriate steps to remove the contribution. Depending on when you take the necessary corrective action, you may have to pay the IRS additional taxes and penalties. To avoid paying the excise tax on the excess amount, the excess contribution withdrawal must meet the conditions indicated below. A removal of an excess contribution is reported to the IRS on Form 1099-SA using Code 2.
	You withdraw the excess contributions by the due date of your tax return for the year the contributions were made; and
	 You withdraw any income earned on the withdrawn contributions and include the earnings in "other income" of your tax return for the year you withdraw the contributions and earnings.
	Disability You may take a distribution due to disability only if the disability renders you unable to engage in any substantial gainful activity and it is medically determined that the condition will last continuously for at least 12 months or lead to your death. Disability distributions may be subject to ordinary income tax. A disability distribution is reported to the IRS on Form 1099-SA using Code 3. Substantial gainful activity is defined by the IRC Sec. 72(m)(7).
	Transfer Please use the HSA Transfer Form if you are requesting a distribution to transfer your balance to a different custodian.
	Prohibited Transaction If you have performed a prohibited transaction as defined in IRC Sec. 4975(c), you may be subject to an IRS penalt If the prohibited transaction is not corrected in a timely manner, an additional penalty may be imposed. A prohibited transaction is reported to the IRS on Form 1099-SA using Code 5.
	Divorce A consumer's HSA can be transferred to an HSA established for the ex-spouse (or spouse) under a decree of divorce or separate maintenance. In the event of such a transfer, the distribution is not taxable or subject to the additional 20% tax, and the ex-spouse (or spouse) becomes the consumer of the HSA. After the transfer, the exspouse (or spouse) like any other HSA consumer, may designate a beneficiary to receive any amounts remaining in the HSA upon his or her own death, may roll over (or directly transfer) some or all of them HSA's account balance into another HSA, and may add to the HSA through rollovers, transfers, and contributions if relevant criteria are satisfied. You must submit a copy of your decree of divorce or separate maintenance with this form.
Signatures	Your signature is required to certify that the information you have provided is true and correct and that you are awar of all the rules and regulations affecting this HSA distribution. You hereby acknowledge that, due to the important to and other consequences relating to selecting distributions or rolling funds over to an HSA, that you have been advised to see a tax professional. State tax laws may vary, and you agree that The Harrison Group, Inc. makes no representations as to the tax effect of this distribution or rollover under state law. You also acknowledge that your rollover or distribution of funds from the HSA is completely voluntary. You assume the responsibility for any tax or other consequences that you or your beneficiaries may experience relating to this distribution or rollover. You agree that The Harrison Group, Inc. shall in no way be responsible for those consequences. All information provided by mis true and correct and may be relied upon by The Harrison Group, Inc.

For more information about HSAs, see the free IRS Publication 969, Health Savings Accounts and Other Tax-Favored Health Plans (available from the IRS Website at www.irs.gov) or consult your tax advisor.