

## Comparison of Healthcare Accounts

	Health Savings Account (HSA)	Health Reimbursement Arrangement (HRA)	Health Flexible Spending Account (FSA)	DCAP Dependent Care Assistance Program	Premium Reimbursement Arrangement (PRA)
<b>Account Ownership</b>	Employee/ Individual	Employer (held in employee's name)	Employer (held in employee's name)	Employer (held in employee's name)	Employer (held in employee's name)
<b>Deposits made by</b>	Employer, employee or both	Employer	Employer, employee or both	Employer, employee or both	Employee only
<b>Separate account</b>	Required; IRA-type account	Not required; can be paid from employer assets	Not required; can be paid from employer assets	Not required; can be paid from employer assets	Not required; can be paid from employer assets
<b>Expenses covered</b>	Medical, dental, vision expenses, COBRA or retiree medical insurance premiums, LTC premiums or expenses	Medical, dental, vision expenses and/or insurance premiums, LTC premiums, Cobra premiums	Medical, dental, vision expenses	Caregiver costs for dependent care expenses while at work	Individual medical, dental and vision insurance premiums, COBRA premiums
<b>Accompanying plan requirements</b>	Covered by qualified HDHP and not covered by any plan that covers medical expenses under the deductible <b>HDHP Minimum Deductible 2009:</b> \$1,150 single; \$2,300 family <b>HDHP Minimum Deductible 2010:</b> \$1,200 single; \$2,400 family	None	None	None	None
<b>Contribution Limits</b>	<b>2009:</b> \$3,000 single; \$5,950 family; Catch Up: \$1,000 <b>2010:</b> \$3,050 single; \$6,150 family; Catch Up: \$1,000	None	None required; allowed at the employer's discretion	\$5000 per calendar year if single or married filing jointly, \$2500 if married filing separately	None
<b>Portability</b>	Full portability required	Portability allowed at employer's discretion	None	None	None
<b>Roll-over</b>	Full roll-over required	Roll-over allowed at employer's discretion	None	None	None
<b>Funds Availability</b>	As deposits are credited	As deposits are credited; may be credited in a lump sum	Full annual election available on first day of coverage (uniform coverage)	As deposits are credited	As deposits are credited
<b>Claim Adjudication</b>	Not allowed; though participants must retain receipts	Required	Required	Required	Required
<b>Compatibility with other savings accounts</b>	May be paired with HRA/ FSA if they are limited to amounts over deductible, or to dental/ vision only; may be paired with DCAP, PRA	May be paired with FSA, DCAP, PRA. If paired with an HSA, must be limited to amounts over the deductible or to dental/vision only	May be paired with HRA, DCAP, PRA. If paired with an HSA, must be limited to amounts over the deductible or to dental/vision only	May be paired with HSA, HRA, FSA, PRA	May be paired with HSA, HRA, FSA, DCAP

## Comparison of Healthcare Accounts

	Health Savings Account (HSA)	Health Reimbursement Arrangement (HRA)	Health Flexible Spending Account (FSA)	DCAP Dependent Care Assistance Program	Premium Reimbursement Arrangement (PRA)
<b>Employer contributions</b>	Can be made on behalf of current employees (account extends to spouse and dependents)	Can be made on behalf of current and former employees, their spouses and dependents, and spouses and dependents of deceased employees	Can be made on behalf of current employees (account extends to spouse and dependents)	Can be made on behalf of current employees (account extends to spouse and dependents)	Not allowed
<b>ERISA plan</b>	Generally no	Yes	Yes	No	No
<b>COBRA</b>	Does not apply	Applies	Applies	Does not apply	Does not apply
<b>Retirees</b>	Can be covered	Can be covered	Can not be covered	Can not be covered	Can not be covered
<b>Debit Card Usage</b>	Yes	Yes for active employees only	Yes for active employees only	No	No
<b>Contributions for Medicare eligible participants</b>	Contributions can not be made once an individual becomes eligible for Medicare	No limits on contributions	No limits on contributions	No limits on contributions	No limits on contributions
<b>Qualified medical expenses</b>	Generally, those defined in section 213(d) not covered elsewhere	Generally, those defined in section 213(d) not covered elsewhere	Generally, those defined in section 213(d) not covered elsewhere	N/A	N/A
<b>Distributions for non-medical expenses</b>	Can be made (tax and penalties may apply)	Can not be made	Can not be made	N/A	N/A
<b>Usage for ineligible expenses</b>	Allowed. Amounts included in income; and subject to 10% penalty unless after account beneficiary's death, disability or attaining age 65	Not allowed	Not allowed	Not allowed	Not allowed
<b>Distributions for expenses incurred after individual is no longer eligible</b>	Can be made	Can be made at employer's discretion, or if COBRA is elected	Can be made if COBRA is elected	Not allowed	Not allowed
<b>Coverage for sole proprietors, partners and 2% or more S-corp owners</b>	Yes, but not eligible to participate in cafeteria plan used to fund HSA in the workplace	Can not be covered	Can not be covered	Can not be covered	Can not be covered