

	HEALTHCARE SAVINGS ACCOUNT (HSA)	HEALTH REIMBURSEMENT ARRANGEMENT (HRA)	FLEXIBLE SPENDING ACCOUNT (FSA)
ESTABLISHMENT OF ACCOUNT	Eligible Individual Employer Integrate with Employer-sponsored cafeteria plan	Employer-sponsored Benefit Program	Employer-sponsored Benefit Program via Cafeteria Plan
ACCOUNT TYPE	Trust or Custodial Account	General Assets of Employer	General Assets of Employer
HIGH DEDUCTIBLE HEALTH PLAN (HDHP) REQUIRED	Yes	No	No
ELIGIBILITY	Eligible Individual covered by HDHP Eligible Employee covered by HDHP	Employee who meets Employer's Eligibility Criteria	Employee who meets Employer's Eligibility Criteria
FUNDING	Individual Employee salary reduction dollars Employer	Strictly by Employer	Employee Salary Reduction Dollars Employer
ACCOUNT LIMITS	Individual \$3,100 *Annual Catch-Up contribution of \$1,000 if person is over age 55 Family \$6,250 *Annual Catch-Up contribution of \$1,000 if person is over age 55	No statutory required limit	\$2,500 in contributions per taxable year, starting in 2013 (prior was unlimited)
ANNUAL OUT OF POCKET LIMITS	\$1,200 deductible & \$6,050/Individual \$2,400 deductible & \$12,100/Family	n/a	n/a
QUALIFIED MEDICAL EXPENSES	Qualified medical expenses as defined in IRC §213(d), including over-the-counter drugs Retiree health insurance premium other than Medicare supplement policies COBRA premium Long term care (LTC) insurance premium Health insurance premium if receiving unemployment Not permitted Any other type of health insurance premium	Qualified medical expenses as defined in IRC §213(d), including over-the-counter drugs Health insurance premium, including LTC premium	Qualified Medical Expenses as defined in IRC §213(d), including over-the-counter drugs Not permitted: Health insurance premium, including LTC insurance premium
TAX TREATMENT OF CONTRIBUTIONS	Individual's contributions to own HSA tax-deductible Employee-Contributions to Employee's own HSA are Tax-Deductible Employer-Contributions to Employee's HSA (with or without cafeteria plan) with salary reduction dollars: - Deductible by Employer - Excludable from Employee's gross income	Only Employer Contributions permitted: Deductible by Employer Excludable from Employee's gross income	Only Employer Contributions permitted: Deductible by Employer Excludable from Employee's gross income
TAXATION OF INTEREST ACCUMULATION	Tax-free	n/a	n/a

CONSEQUENCES OF CASHING-OUT ACCOUNT FOR NON-QUALIFIED MEDICAL EXPENSES	Distributions are taxed as income and subject to 10% penalty tax, except following: Death Disability Attainment of Medicare eligibility age	No cash-out option available	No cash-out option available
CARRY-OVER OF FUNDS PERMITTED	Yes	Yes	No
DEATH OF ACCOUNT HOLDER	Surviving spouse only (if designated beneficiary) entitled to use remaining account monies for qualified medical expenses	Eligible Dependents entitled to use remaining account monies for qualified medical expenses, in accordance with the plan document	Eligible Dependents entitled to use remaining account monies for qualified medical expenses, in accordance with the plan document
APPLICABILITY OF ERISA	No	Yes	Yes
SUBJECT TO COBRA	No, if not Employer-based Unclear, if Employer-based	Yes	Yes
EFFECTIVE DATE	1/1/2004	6/26/2002	3/7/1989