

## Benefit Comparison

	HSA	FSA	HRA	MSA
Small Employers	Yes	Yes	Yes	50 or fewer employees
Large Employers	Yes	Yes	Yes	No
C-Corp Owners	Yes	Yes	Yes	Yes
Self Employed	Yes	No	No	Yes
Plan Document	No	Yes	Yes	No
SPD	Yes	Yes	Yes	Yes
Special Health Insurance Policy Required	Yes	No	No	Yes
Employer Contributions	Optional	Optional	Required	Optional
Employee Contributions	Optional	Optional	No	Optional
Employee Tax Savings	Contributions are tax-free	Contributions are tax-free	Claim reimbursements are tax-free	Contributions deductible on IRS Form 1040
Employer Tax Savings	Business expense - 7.65% of employee contribution	Business expense - plus 7.65% of employee contribution	Business expense deduction for payments	Business expense deduction for contributions

Account Prefunded by Employer	No	Yes	No	No
Roll Unused Dollars to Next Year	Yes	No	Yes	Yes
Reimburse IRC Section 213(d) medical expenses not covered by any other plan	Yes	Yes	Yes	Yes
Claims Substantiation	Yes, upon audit	Yes	Yes	Yes, upon audit
Debit Card	Yes	Yes	Yes	Yes
Insurance Premiums paid from account	Yes*	No	Yes	Yes*
Long-Term Care Premiums paid from account	Yes	No	Yes	Yes
Banking	IRA type account	Employer assets	Employer assets	IRA type account
Convert Account to Taxable Income	Yes*	No	No	Yes*
Annual IRS-DOL Form 5500 (no tax due)	No	Yes**	Yes**	No
COBRA applies	No	Yes*	Yes	No

HIPAA certification rules apply	No	Generally, no*	Yes	No
HIPAA privacy and security rules apply	Yes, if claims adjudicated	Yes	Yes	No
Account Retained by Employee upon termination of employment	Yes	No	No, but terminated employees may be covered by plan	Yes

\* Special rules apply.

\*\* Generally, if over 100 participants, Welfare Benefit rules apply.