

HSA, FSA & HRA

Understanding the Key Differences & Similarities Between these Tax-Advantaged Tools

Health Savings Accounts (HSAs), Flexible Spending Accounts (FSAs), and Health Reimbursement Accounts (HRAs) provide funds for qualifying medical expenses and are easily confused. My Benefit Advisor makes understanding the differences, similarities and advantages of each easier.



Health Savings Accounts

HSAs were created for use with a qualifying high-deductible health plan (HDHP). HDHP plan premiums are lower, but potential out-of-pocket expenses are much higher.



Flexible Spending Accounts

There are three types of FSAs offered through employers. Enrollment occurs during the organization's annual enrollment period. Funds may be forfeit if not used within their designated time period.



Health Reimbursement Arrangements

HRAs are employer-based and help employees pay for qualified medical expenses. The employer determines the contribution amount, as well as when it can be used and what expenses qualify.



For more information about HSAs, FSAs, or HRAs, please contact your **My Benefit Advisor** representative or visit us online at www.mybenefitadvisor.com

HSA, FSA, and HRA in Summary

Key Similarities & Differences	HSA	FSA	HRA
The account is owned by the employee rather than employer	✓		
The employee must be enrolled through their employer		✓	
Funds are used to pay for qualified medical expenses	✓	✓	✓
Employees can contribute on a pre-tax basis	✓	✓	
Funds can be used to pay for the employee's monthly premium			✓
Contributions may be tax deductible	✓	✓	✓
Only employers can contribute			✓
Available to employees with employer health insurance only	✓		✓
Employees w/ family coverage can contribute more	✓		
Account is portable if the employee leaves	✓		
Account balance can be carried over each year	✓		
Funds can be invested tax-free	✓		
Funds are available for use after retirement	✓		