

	<b>Health Savings Account (HSA)</b>	<b>Health Reimbursement Account (HRA)</b>	<b>Flexible Spending Account (FSA)</b>
The Basics	Tax-advantaged; used to pay qualified medical expenses for the insureds	Employer-Funded; used to reimburse employees for qualified medical expenses	Employer-established, tax-advantaged, funded by employees to pay qualified medical expenses w/tax-free dollars
Who opens the account?	Employee or employer. Insureds must be in an HSA eligible health plan.	Employer	Employer
Who contributes to it?	Employees, employers, or any third party	Employer	Employee
Who <i>owns</i> the account?	Employee	Employer	All unused funds revert to the employer at end of year.
<b>Is there a limit on contributions annually?</b>	<b>Yes. \$3,100.00 / individuals &amp; \$6,250.00 / families in 2012</b>	Yes, determined by employer	Yes, determined by employer
Do unused funds carry over?	Yes	Determined by employer	No
Is it portable?	Yes	No	No
Can the funds be used for retirement income?	After 65, money can be withdrawn for any reason, but is taxed as income.	No	No

The table below shows the minimum annual deductible and maximum annual deductible and other out-of-pocket expenses for HDHPs for 2011.

	<b>Self-only coverage</b>	<b>Family coverage</b>
Minimum annual deductible	\$1,200	\$2,400
Maximum annual deductible and other out-of-pocket expenses*	\$5,950	\$11,900

\* This limit does not apply to deductibles and expenses for out-of-network services if the plan uses a network of providers. Only deductibles and out-of-pocket expenses for services within the network should be used to figure whether the limit applies.