



Arrangement Type	HSA	HRA	FSA
<b>Full Name</b>	Health Savings Account	Health Reimbursement Arrangement	Flexible Spending Account
<b>Overview</b>	Opened with an HSA custodian. Requires High Deductible Health Plan (HDHP) coverage and other eligibility rules and contribution limits apply. Unused funds rollover.	Set up through employer and generally requires payroll deferral to fund. Contribution limits apply. Unused funds are lost.	HRAs can generally be used on the widest variety of expenses and have no contribution limits. Allows the employer the most control to determine parameters and fund. Unused funds can rollover.
<b>Eligibility</b>	Must be enrolled in a HDHP and generally cannot be enrolled in an FSA or HRA that covers medical or prescription drug expenses.	None or determined by employer	None or determined by employer
<b>Contribution Limitations for 2016</b>	\$3,350 self-only; \$6,650/\$6,750 family; \$1,000 catch-up for all years	None	\$2,500
<b>Who Contributes</b>	Employer and/or Employee	Employer	Employer and/or Employee
<b>Qualified Expenses and Deductions</b>	213(d) medical expenses, dental, vision, Medicare and LTC premiums, COBRA (when unemployed), Health premiums at age 65, and may withdraw at any time for any reason (subject to 20% penalty).	213 (d) medical expenses, dental, vision, and dependent care. Cannot access for non-medical reasons.	213(d) medical expenses, dental, vision, Medicare and vision, LTC premiums, and health insurance premiums. Cannot access for non-medical reasons.
<b>Rollover Funds</b>	Yes	No	Generally, but determined by employer
<b>Portable After Termination</b>	Yes	No	Determined by employer