

Consumer Driven Health Plan Comparison

	Health Savings Account	Health Reimbursement Arrangement	Flexible Spending Account
Funding	Employee and/or Employer	Employer Only	Employee and/or Employer
Eligible Expenses	I.R.S. 213 O.O.P. Expenses, COBRA and Medicare A & B Premium.	All or part of: I.R.S. 213 O.O.P. Expenses, Deductibles & Coinsurance	I.R.S. 213 O.O.P. Expenses
Taxation of Contributions	Employee: Tax Deductible on 1040, Employer: tax deductible benefit.	Employer: Tax deductible in year of reimbursement.	Employee: Pre-Tax, Pre-FICA Employer: Reduces FICA tax wage base.
Taxation of Benefits	Medical Expenses: Tax Free Other: Income +10% penalty if <SSRA.	Employee receives tax free benefit.	Employee receives tax free benefit.
Year-End Rollovers	Yes, account earnings are tax free	Optional to Employer	No
Contribution Flexibility	2009: Single - \$3,000 Max. Family: \$5,950 Increases at age 55.	Yes	Yes, max of \$5,000/year.
Account Ownership	Employee-Must be in trust	Employer	Employer
Employee Cash Value	Yes	No	No