

HSA / HRA / FSA COMPARISON CHART	HSAs		HRAs		FSAs	
	Health Savings Account HSA	SIHO HSA Plans	Health Reimbursement Arrangement HRA	SIHO HRA Plans	Flexible Spending Account FSA	SIHO FSA Plans
Availability	Any size group		Any size group (not available to partners in a partnership, shareholders who own more than 2% stock in a Sub S corp and members of a LLC)	Minimum size of group - 50 employee	Any size group	
Maximum Contributions	The lesser of deductible of \$2,600 for singles and \$5,150 for families (amount increased annually based on CPI)		Maximum reimbursement determined by employer		Maximum determined by employer for medical expenses \$5,000 for dependent care	
Additional Contribution Allowance	Additional contributions allowed for age 55 and older (\$500 in 2004)		Not applicable		No	
Eligible Contributors	Individuals, employers and/or employees		Employers only		Employees only	
Tax Deductibility - Employer	Contributions are tax deductible		Reimbursements are tax deductible		Contributions are pre-taxed	
Tax Deductibility - Employee	Contributions may be either pre-tax if offered through a cafeteria plan or tax deductible (no need to itemized)		No employee tax deduction (employer sponsored)		Contributions are pre-taxed	
Fund or Account Ownership	Employee		Employer		Employee	
Portable	Yes		No		No	
Rollover of Funds	Yes		Employer determines if allowed and can set caps		No	
Funding Required	Yes		No pre-funding necessary		No	
Plan Types	High deductible plan required as defined by HSA laws; no copay plans	SIHO Select Savings	No plan restrictions		Not applicable	
Deductible Singles - 2004	\$1,000 minimum	\$1,000 ; \$2,500	No limits		Not applicable	
Deductible Families - 2004	\$2,000 minimum	\$2,000 ; \$5,000	No limits		Not applicable	
Out-of-Pocket Maximum	Singles - up to \$5,000 Families - up to \$10,000 (includes deductible but not out-of-network costs)	Singles - \$3,000; \$4,000; \$5,000 Families - \$4,000; \$8,000; \$10,000	No limits		Not applicable	
Rx Copay Allowed	Yes		Yes		Not applicable	
Administration	Insurance company, TPA or bank	SIHO Insurance Services	Self-administered, insurance company or TPA	SIHO Insurance Services	Insurance company, TPA or bank	SIHO Insurance Services
Withdrawals for non-qualified medical expenses	Taxable and subject to 10% penalty (no penalty for over 65)		Reimbursements only for qualified eligible expenses; Employer determines whether to pay after age 65		No	