

L.L.L. Inc.



NY - NJ - PA

**Employee Benefits Consulting & Insurance Brokerage**  
Servicing New York, New Jersey & Pennsylvania



# FSA – HRA – HSA Presentation



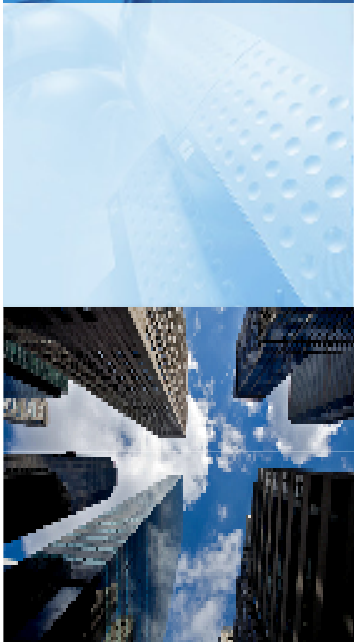


**Health  
FSA**

**HRA**

**HSA**

<b>Cash-outs of unused amounts</b>	Not Permitted	Not permitted	Permitted but such amounts are taxable
<b>Eligible medical expenses</b>	Unreimbursed code §213 (d)	Unreimbursed code §213 (d)	Unreimbursed code §213 (d)
<b>Requirement that medical expense be incurred during period of coverage</b>	Applies	Does not apply	Does not apply





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**HRA**

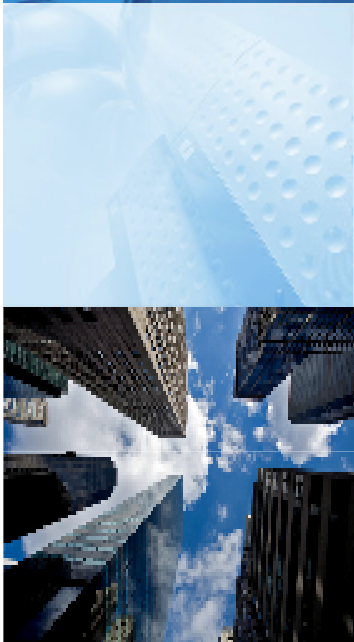
**HSA**

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<b>Limitation on mid-year changes</b>	Applies to FSA and HDHC	Not applicable	Applies to HDHC if funded through cafeteria plan
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**Ability to spend down unused amounts after termination of active participation**

Cannot use unused amounts to pay for claims incurred after termination unless COBRA elected

HRA can permit unused amounts to be used until depleted to pay for claims incurred after termination and COBRA rights will apply too

Unused amounts can be distributed post-termination, subject to income and excise tax for non-qualified medical expenses





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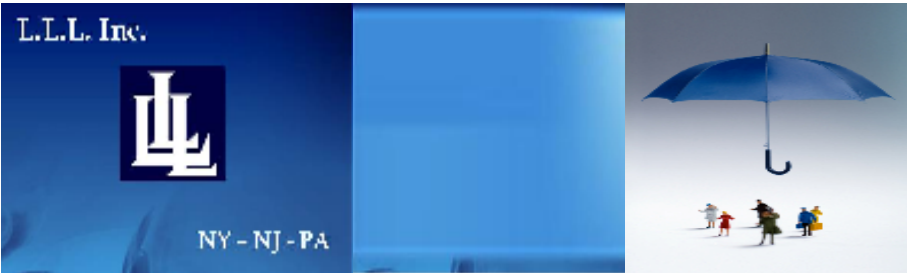
**Health  
FSA**

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**HSA**



	<b>Health FSA</b>	<b>HRA</b>	<b>HSA</b>
<b>Third party claims adjudication</b>	Required	Required	Not required
<b>Uniform coverage requirement</b>	Applies	Does not apply	Does not apply
<b>Limitations on having other health coverage</b>	None	None	Yes



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<b>Code §105 (h) nondiscrimination requirements</b>	Applies	Applies	Does not apply
<b>Is a trust account required?</b>	No	No	Yes
<b>Funding requirement</b>	Not required	Not required	Required
<b>ERISA form 5500</b>	Applies	Applies	Possible