

HRA / FSA / HSA Comparison Chart

Compliance	HRA	FSA	HSA
HIPAA Privacy	✓	✓	✓
SPD Required	✓	✓	✗
5500 Required (More than 100 participants)	✓	✓	✗
Trustee Required	✗	✗	✓
COBRA Eligible	✓	✓	✗
Owner Eligibility	HRA	FSA	HSA
Self-Employed / S Corp	✗	✗	✓ *Not through a cafeteria plan
C Corp	✓	✓	✓
LLC Owners / Partners	✗	✗	✓
Plan Design	HRA	FSA	HSA
Works with Any Employer Health Plan	✓	✓	✗ *Special HDHP Required
Employer Owned Account	✓	✓	✗ *Employee Owned and Portable
Prefunded Account	✓ *Employer Decides	✓	✗
Annual Maximum Contribution	✗ *Employer Decides	✓ *Employee - \$2,550 *Employer - \$500 OR equal match of employee contribution (whichever one is greater)	✓ *2015 \$3,350-Single \$6,650-Family Age 55+ catch-up contribution \$1,000
Employer Contributions Allowed?	✓	✓	✓
Employee Contributions Allowed?	✗	✓	✓
Funds Can Rollover	✓ *Employer Decides	✓ Employer decides, up to \$500	✓
Withdrawals Allowed	✗	✗	✓ *With Penalty
Substantiation Required	✓	✓	✗
Debit Card	✓	✓	✓
Eligible Expenses	HRA	FSA	HSA
213(d) All IRS eligible expenses	✓ *Employer can limit 213(d) All IRS Eligible Expenses.	✓ *Employer can limit 213(d) All IRS Eligible Expenses.	✓
Privately-Purchased Insurance Premiums Allowed	✗	✗	✓