

HSA/HRA/MSA COMPARISON CHART

	Available for sales effective 1-1-04		Remains available for sales		Sales discontinued effective 1-1-04 (For comparison purposes only)	
	NEW! Health Savings Account HSA	FBIC HSA Plans	Health Reimbursement Arrangement HRA	FBIC HRA Plans	Medical Savings Account MSA	FBIC MSA Plans
Availability	Individuals and 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)	Employers ineligible for an HRA can set up multiple plans with an HRA for employees and an HSA for themselves	Self-employed individuals and groups of up to 50	
Maximum Contributions	The lesser of deductible or \$2,600 for singles and \$5,150 for families (amount increased annually based on CPI)		Maximum reimbursement determined by employer	FBIC recommends the employer reimburse no more than 50% of the deductible to encourage consumerism	Up to 65% of the single (max of \$1,690) and 75% of the family (max of \$3,862) deductible	
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		Self-employed individuals, employers or employees	
Tax Deductibility - Employer	Contributions are tax deductible		Reimbursements are tax deductible		Contributions are tax deductible	
Tax Deductibility - Employee	Contributions may be either pre-tax if offered through a cafeteria plan or tax deductible (no need to itemize)		No employee tax deduction (employer sponsored)		Contributions are tax deductible	
Fund or Account Ownership	Employee		Employer		Employee	
Portable	Yes		No		Yes	
Rollover of Funds	Yes		Employer determines if allowed and can set caps		Yes	
Funding Required	Yes		No pre-funding necessary		Yes	
Plan Types	High deductible plan required as defined by HSA laws; no copay plans	PPO non-copay; 80% and 100% rate of payment	No plan restrictions	PPO copay, non-copay; 80% and 100% rate of payment	High deductible plan required as defined by MSA laws; no copay plans	PPO; 100% rate of payment
Deductibles Singles - 2004	\$1,000 minimum	\$2,000, \$2,500, \$3,000, \$5,000	No limits	\$2,000, \$2,500, \$3,000, \$5,000, \$10,000	\$1,700 - \$2,600	\$2,000, \$2,500,
Deductibles Families - 2004	\$2,000 minimum	\$4,000, \$5,000, \$6,000, \$10,000	No limits	\$4,000, \$5,000, \$6,000, \$10,000, \$20,000	\$3,450 - \$5,150	\$4,000, \$5,000
Out-of-Pocket Maximum	Singles - up to \$5,000 Families - up to \$10,000 (includes deductible but not out-of-network costs)	Based on selected deductible and ROP (does not include out-of-network costs)	No limits	Based on selected deductible and ROP (does not include out-of-network costs)	Singles - up to \$3,450 Families - up to \$6,300 (includes deductible and out-of-network costs)	Same as deductible selected (does not include out-of-network costs)
Copay Allowed	No		Yes	MD copay \$20/\$40 first two visits; Optional Rx copay \$15/\$45 and \$15/\$30 + \$20/\$30 + 40%	No	
Administration	Insurance company, TPA or bank	MSAver, FBIC-endorsed TPA; no separate admin fees with a FBIC marketed plan	Self-administered, insurance company or TPA	EBC, FBIC-endorsed TPA; no separate admin fees for qualified plans	Insurance company, TPA or bank	MSAver, FBIC-endorsed TPA; no separate admin fees with a FBIC marketed plan
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		Taxable and subject to 15% penalty (no penalty for over 65)	

HSA and MSA deductibles and out-of-pocket maximums are subject to annual cost of living adjustments.