

## Comparison Chart

### Health Reimbursement Account (HRA) vs. Health Savings Account (HSA)

Feature	HRA	HSA
<b>Who Contributes?</b>	Employer only	Employer, Employee, or both
<b>Are Contributions Taxable?</b>	No – Employees do not pay taxes on employer-funded HRA contributions	No – contributions are pre-tax, grow tax-free, and are nontaxable upon distribution (must be used for eligible medical expenses)
<b>Account Ownership</b>	Employer – claims paid as incurred	Employee – funds deposited are immediately vested and portable upon employment termination
<b>Account Funded</b>	No – Employer contributions are based on submitted reimbursable medical expenses	Yes – Employer contribution directly deposited to account, whether or not medical expenses are incurred
<b>Unused Balance at End of Year</b>	WHOI does not allow for rollover, so all unused HRA funds are forfeited	Employee is fully vested – unused dollars rollover and accumulate in the employee’s account
<b>Eligible Expenses</b>	Employer Defines	All IRS Section 213 Expenses (see separate listing of eligible HSA expenses)
<b>Healthcare Flexible Savings Account (Health-FSA)</b>	Health-FSA can be used in conjunction with HRA but cannot be used in duplicate with HRA reimbursements	Can only participate in a Limited Scope Health-FSA when enrolled in the HSA
<b>Other Expenses that HRA or HSA funds can be used for</b>	None	Premiums for COBRA, Long-Term Care insurance or certain Medicare coverage