

**Product Comparison Chart**

	<b>Commuter Reimbursement Expense Account</b>	<b>Dependent Care Flexible Spending Account</b>	<b>HealthCare Flexible Spending Account</b>	<b>Health Reimbursement Arrangement</b>	<b>Health Savings Account</b>	<b>Limited Flexible Spending Account</b>
What is the abbreviation?	CREA	DCAP	FSA	HRA	HSA	Limited FSA
Who contributes funds?	Reimbursement from employee contributions. Employers can also contribute.	Reimbursement from employee contributions. Employers can also contribute.	Reimbursement from employee contributions. Employers can also contribute.	Reimbursement from employer contributions.	Reimbursement from employee owned savings account. May include employee and employer contributions.	Reimbursement from employee contributions. Employers can also contribute.
Does the account earn interest?	No	No	No	No	In some cases, yes. Up to the HSA Custodian.	No
Is enrollment in a specific medical plan required?	Any medical plan or none	Any medical plan or none	Any medical plan or none	May or may not be associated with a specific medical plan. Employer decides.	High Deductible Health Plan (HDHP)	High Deductible Health Plan (HDHP)
What expenses are eligible for reimbursement?	Mass Transit and Parking expenses which enable the employee to commute to or park at or near their workplace.	Dependent day care expenses which enable the participant and their spouse, if applicable, to be gainfully employed, look for employment or attend school full time.	IRS 213d expenses which include unreimbursed medical, dental, vision, chiropractic, alternative care and over the counter items	Employer decides. Can be IRS 213d or limited to specific expenses. Can include health plan premium and long term care insurance subject to employers design limitations.	IRS 213d expenses which include unreimbursed medical, dental, vision, chiropractic, alternative care and over the counter items	Dental, vision and preventative care expenses until the HDHP deductible is met, and then all 213d eligible expenses once the HDHP deductible has been met
Can the funds be used for non-eligible IRS expenses?	No	No	No	No	Yes, but the expense would then be taxable income and subject to a 10% penalty.	No
Can reimbursement be made before the account has been funded?	No	No	Yes, under Uniform Coverage Rule	Perhaps. Employer decides.	No	Yes, under Uniform Coverage Rule

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	Commute Reimbursement Expense Account	Dependent Care Flexible Spending Account	HealthCare Flexible Spending Account	Health Reimbursement Arrangement	Health Savings Account	Limited Flexible Spending Account
What happens to funds at year end?	Funds can roll-over to the following year if the employer desires.	Remaining funds are lost if they are not used for services during the plan year, unless the employer chooses a plan year extension, in which case the employee may have a longer period to incur services.	Remaining funds are lost if they are not used for services during the plan year, unless the employer chooses a plan year extension, in which case the employee may have a longer period to incur services.	Employer decides. Money may be forfeited back to the employer or rolled over to the new plan year (a percentage, a set dollar amount or a dollar cap).	Unused money remains in the account from year to year.	Remaining funds are lost if they are not used for services during the plan year, unless the employer chooses a plan year extension, in which case the employee may have a longer period to incur services.
What happens when employment is terminated?	Account terminates. Contributions cease. Employee has 180 days from the date of purchase to submit expenses incurred before they terminated.	Contributions cease. Member can continue to incur expenses as long as they are working, going to school full time or looking for work. All claims must be submitted before the end of the subscribed run-out period.	Remaining funds are forfeited unless the account is continued under COBRA	Employer decides. A spend down period allowing the participant to continue to incur expenses may be elected. Expenses still must be submitted by the end of the subscribed run-out period.	Remaining funds belong to the employee and can be used at any time for qualified medical expenses. Contributions cannot be made to the account unless the employee enrolls in another qualified high deductible HSA plan.	Remaining funds are forfeited unless the account is continued under COBRA
Can an employee participate in more than one type of account at the same time?	Yes. Employee can have a CREA alone or with any other account.	Yes. Employee can have a DCAP alone or with any other account.	Employee can have an FSA with any account <b>EXCEPT</b> an HSA and Limited FSA	Employee can have an HRA with any account <b>EXCEPT</b> an HSA and Limited FSA	Employee can have an HSA with any account <b>EXCEPT</b> an FSA and HRA	Employee can have a Limited FSA with any account <b>EXCEPT</b> an FSA and HRA
Is third party substantiation required?	Yes	Yes	Yes	Yes	No	Yes
Is expense documentation / substantiation required?	Yes	Yes	Yes	Yes	No	Yes