

# Comparison of Health Account Solutions

	Health Savings Account (HSA)	Health Reimbursement Arrangement (HRA)	Health Flexible Spending Account (FSA)
<b>Who owns the account?</b>	Employee	Employer	Employer
<b>Who contributes to the account?</b>	Employee, employer and/or anyone else	Employer	Employee and/or employer
<b>What amount can be contributed?</b>	The IRS establishes the annual allowable amount and indexes this amount for inflation	There are no restrictions	The IRS establishes the annual allowable amount and indexes this amount for inflation
<b>How are contributions made?</b>	Through payroll deduction, deposit or transfer	Employer funds	Through payroll deduction
<b>Can funds in the account carry over from year to year?</b>	Yes	Depends on plan design opted by employer.	Depends on plan design opted by employer. Rollover feature allows up to \$610 to carry over to a new plan year.
<b>Are funds portable in the event of job change or death?</b>	Yes	No, funds are forfeited	No, funds are forfeited if not eligible for COBRA (rules apply)
<b>Do cash funds accrue interest?</b>	Yes	No	No
<b>Can funds be invested?</b>	Yes	No	No
<b>Are claims reviewed by claims processors against IRS eligible expense lists?</b>	No, employee is responsible for substantiating the use of funds as eligible or not, and reporting to IRS	Yes	Yes
<b>Is the annual amount of the contribution available on the first day of coverage?</b>	No, funds are available after they are contributed. Funding plan upfront is permitted.	Depends on the employer's choice for funding the plan	Yes
<b>What expenses can be reimbursed?</b>	All IRS-eligible medical expenses and certain insurance premiums	Defined by employer, subject to IRS permitted	All IRS-eligible medical expenses excluding insurance premiums
<b>Can funds be withdrawn for non-medical expenses?</b>	Yes, subject to tax and penalty	No	No

Health Account Solutions, including Health Savings Accounts, Flexible Spending Accounts, Commuter Benefits, Health Reimbursement Arrangements, and COBRA Administration offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC). HSA custodial services provided by an approved HSA custodian as indicated in the applicable custodial agreement. For all other products, administration services provided in part by WEX Health, Inc.

This highlights some of the benefits of these accounts. If there is a discrepancy between this material and the plan documents, the plan documents will govern. Subject to any applicable agreements, Voya and WEX Health, Inc. reserve the right to amend or modify the services at any time.

The amount saved in taxes will vary depending on the amount set aside in the account, annual earnings, whether or not Social Security taxes are paid, the number of exemptions and deductions claimed, tax bracket and state and local tax regulations. Check with a tax advisor for information on whether your participation will affect tax savings. None of the information provided should be considered tax or legal advice.

Investments are not FDIC Insured, are not guaranteed by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC), and may lose value. All investing involves risks of fluctuating prices and the uncertainties of return and yield inherent in investing. All security transactions involve substantial risk of loss.

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216657-04012022