

# CONSUMER CHOICE

## Plans at a Glance

### HSA

### HRA

### MSA

	Health Savings Account <b>HSA</b>	Health Reimbursement Arrangement <b>HRA</b>	Medical Savings Account <b>MSA</b>
<b>Availability</b>	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)	Self-employed individuals and groups of up to 50
<b>Maximum Contributions</b>	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	Up to 65% of the single (max of \$1,690) and 75% of the family (max of \$3,862) deductible
<b>Additional Contribution Allowance</b>	Additional contributions allowed for age 55 and older (\$500 in 2004)	Not applicable	No
<b>Eligible Contributors</b>	Individuals, employers and/or employees	Employers only	Self-employed individuals, employers or employees
<b>Tax Deductibility – Employer</b>	Contributions are tax deductible	Reimbursements are tax deductible	Contributions are tax deductible
<b>Tax Deductibility – Employee</b>	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
<b>Fund or Account Ownership</b>	Employee	Employer	Employee
<b>Portable</b>	Yes	No	Yes
<b>Rollover of Funds</b>	Yes	Employer determines if allowed and can set caps	Yes
<b>Funding Required</b>	Yes	No pre-funding necessary	Yes
<b>Plan Types</b>	High deductible plan required as defined by HSA laws; no copay plans	No plan restrictions	High deductible plan required as defined by MSA laws; no copay plans
<b>Deductibles Singles – 2004</b>	\$1,000 minimum	No limits	\$1,700 - \$2,600
<b>Deductibles Families – 2004</b>	\$2,000 minimum	No limits	\$3,450 - \$5,150
<b>Out-of-Pocket Maximum</b>	Singles – up to \$5,000 Families – up to \$10,000 (includes deductible but not out-of-network costs)	No limits	Singles – up to \$3,450 Families – up to \$6,300 (includes deductible and out-of-network costs)
<b>Rx Copay Allowed</b>	No	Yes	No
<b>Administration</b>	Insurance company, TPA or bank	Self-administered, insurance company or TPA	Insurance company, TPA or bank
<b>Withdrawals for non-qualified medical expenses</b>	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.

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