

Humana Access[®] Spending Accounts

At a glance



Health savings account (HSA) – HSAs can only be offered with a high-deductible health plan (HDHP), and allow employees to save for eligible healthcare costs through a pretax payroll deduction, while earning interest on funds saved.

Health reimbursement arrangement (HRA) – HRAs are funded by the employer, are not taxable and help employees pay for eligible healthcare costs. Employer contributions to HRAs are tax deductible.

Flexible spending account (FSA) – FSAs can be offered with any Humana health plan and funds are available the first day of the plan year for eligible healthcare expenses. Contributions are a pretax payroll deduction.

Limited purpose flexible spending account (LFSA) – Extended pretax savings for dental and vision eligible expenses. Combine with HSAs and HRAs to help employees save specifically for vision and dental expenses. Contributions are a pretax payroll deduction.

Dependent care flexible spending account (DCFSA) – The DCFSA allows employees to save for eligible dependent care expenses so they can work. Contributions are a pretax payroll deduction.

Members have **access to funds** for all accounts on one card.



	HSA	HRA	FSA	LFSA	DCFSA
Available with any medical plan	Only available with high-deductible health plans (HDHPs)	Yes	Yes	Yes (often paired with HSA or HRA)	Yes
Employee will receive a separate medical ID card	Yes	Yes	Yes	Yes	Yes
Contributions are tax-free	Yes	Yes	Yes	Yes	Yes
Employer contributions allowed	Yes	Yes	Yes	Yes	Yes
Humana Access card makes it easy to access funds	Yes	Yes	Yes	Yes	Yes
Funds are available first day of plan year	Funds are available as contributions are added	Yes	Yes	Yes	Funds are available as contributions are added
Unused funds may carry over year to year	Yes	Determined by employer	Yes, up to \$500	Yes, up to \$500	No
Funds belong to employee if they leave or retire	Yes	No	No	No	No
Employees can change their election at any time during the year	Yes	Funded by employer	No	No	No
The IRS requires spending account administrators to verify all claims, so employees must save receipts	Yes*	Yes	Yes	Yes	Yes
Opportunity to invest funds for growth	Yes	No	No	No	No
Can be used for copayments	Yes	Yes	Yes	Yes	No

*The IRS does not require HSA claims to be verified by the account administrator, but receipts should be saved in case of a personal IRS audit.

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