



ASSURANT
Health

Assurant Health
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Consumer Choice Plans

HDHP - Significant Premium Savings

A High Deductible Health Plan (HDHP) provides premium savings over typical low deductible, copay insurance plans. An employer can use some of the savings to fund the HSA or HRA for employees.

HSAs - Employee Savings and Investment Opportunities

A Health Savings Account (HSA) is a federally authorized, tax-favored program which allows funds to accumulate tax-free in employee savings accounts to pay for current and future qualified healthcare expenses or supplement retirement.

HRAs - Employer Control Over Cash Flow

A Health Reimbursement Arrangement (HRA) is a federally authorized, tax-favored program that allows an employer to reimburse employees for a portion of their medical expenses. Employers have greater control of their cash with the flexibility provided by HRAs.

Choosing an HSA or HRA

HSAs and HRAs each have advantages. Choose the funding arrangement which works best for your group.

HSAs are typically best for employers who:

- Run family-owned-and-operated businesses
- Employ highly compensated professionals
- Are only able to provide very limited employee benefits
- Are not eligible for an HRA

HRAs are typically best for employers who:

- Want greater control of cash flow
- Do not want to pre-fund an account
- Want to retain ownership of funds when an employee terminates
- Want great latitude in designing HRA plans
 - Maximum annual reimbursement; expenses to be reimbursed; who pays deductible expenses first; whether unused funds can be rolled and capped

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Assurant Health is the brand name for products underwritten and issued by Time Insurance Company.



ASSURANT
Health

Small Group Consumer Choice Products

Health
Reimbursement
Arrangement

HRA

Health
Savings
Account

HSA



Plans at a Glance

HSA's

HRA's

Time Insurance Company's Consumer Choice Plans Comparison Chart

	Time's Health Savings Account Plans	Time's Health Reimbursement Arrangement Plans		
Availability	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 Employers ineligible for an HRA can set up multiple plans with an HRA for employees and an HSA for themselves		
Maximum Contributions	\$2,850 for singles and \$5,650 for families (amount can change annually based on CPI)	Maximum reimbursement determined by employer Time recommends the employer reimburse no more than 50% of the deductible to encourage consumerism		
Additional Contribution Allowance	Additional contributions allowed for age 55 and older (\$800 in 2007)	Not applicable		
Eligible Contributors	Individuals, employers and /or employees	Employers only		
Tax Deductibility - Employer	Contributions are tax deductible	Reimbursements are tax deductible		
Tax Deductibility - Employee	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)		
Fund or Account Ownership	Employee	Employer		
Portable	Yes	No		
Rollover of Funds	Yes	Employer determines if allowed and can set caps		
Funding Required	Yes	No pre-funding necessary		
Plan Types	PPO and Indemnity Plans	PPO and Indemnity Plans		
Deductibles Singles	\$1,200 \$3,500	\$2,000 \$4,000	\$2,500 \$5,000	\$3,000 \$10,000
Deductibles Families	\$2,400 \$7,000	\$4,000 \$8,000	\$5,000 \$10,000	\$6,000 \$20,000
Rates of Payment	100%, 80% and 50%	100%, 80% and 50%		
Rx Copay	Not allowed	Allowed		
Administration	Assurant Health's HSA Tools; no separate administration fees; one company to administer the HSA plan and account	EBC is the endorsed TPA; no separate administration fees for qualified plans		
Withdrawals for Non-qualified Medical Expenses	Taxable and subject to 10% penalty (no penalty for people over age 65)	Reimbursements only for qualified medical expenses;		

HSA deductibles and out-of-pocket maximums are subject to annual cost of living adjustments.

Not all deductible/rate of payment combinations are available