

Medica ONESource



Tax-advantaged financial accounts to support your employee benefits strategy

Medica ONESource offers an industry-leading solution for Health Savings Accounts (HSA), Health Reimbursement Accounts (HRA), and Flexible Spending Accounts (FSA). We can help you manage your health care costs and give your employees easy-to-use accounts that help them use their health care dollars wisely.

Benefits for your organization

- Payment flexibility with debit card options for HSA, HRA, and FSA accounts
- Boosts employee satisfaction with tax-advantaged financial accounts
- Employees save money on the front end with lower-premium, high-deductible health plans
- Streamline administration by managing HSA, HRA, and FSA solutions through one Employer Portal

Benefits for your employees

- Offers savings with pre-tax contributions, tax-free distributions (when used for qualified expenses), and tax-free interest earnings
- Provides quick and easy access to funds with the Medica ONESource debit card
- Secure, online access to accounts using a convenient, 24/7/365 member portal and mobile app
- HSA calculators and an investment guidance tool
- Flexibility to manage accounts with automated email or text message alerts
- One-stop-shop for answers to benefit questions

What's the difference?

Not all health care accounts are created equal. This chart explains some of the main differences between HSAs, FSAs, and HRAs.

	HSA	FSA	HRA
Definition	A tax-advantaged savings account that is used in combination with a high-deductible health plan (HDHP). Consumers use HSA funds for qualified medical expenses.	An employer-established, tax-advantaged account typically funded by the employee to pay for qualified medical and dependent care expenses with pre-tax dollars.	An employer-funded plan that may be used to reimburse employees for medical expenses.
Contributors	Employee and/or employer	Employee and/or employer	Employer only
Annual contribution limit? (See IRS.gov for details)	Yes For 2024: Individual - \$4,150 Family - \$8,300	Yes For 2024: \$3,200 for medical FSA \$5,000 for dependent care FSA	No IRS HRA limits
Can unused funds carry over?	Yes. The individual owns the account and any contributions made to it, regardless of the source or timing of the contribution.	For medical FSA: up to \$640 carryover to the following plan year OR a grace period ¹ .	Determined by employer's plan design.
Are funds portable? (Job change, health plans, retirement)	Yes	No	No
Tax benefit?	Contributions, interest and investment gains, and withdrawals are tax free when used for qualified expenses.	Employer/payroll deposits and claim payments are tax free.	Employer deposits and claim payments are tax free.
Interest earning?	Yes. And if account balance reaches the minimum balance requirement, the funds can be invested and those gains are also tax free.	No	No

¹Employers may elect to have (i) a "grace" period for employees to use leftover funds from a previous plan year to pay for expenses incurred in the period up to 2 months and 15 days into the new plan year; or (ii) a carryover of up to \$610 to the new plan year for payment of medical expenses during the entire year in which it is carried over.

We simplify managing your health care spending through comprehensive benefits, innovative consumer tools and technologies, convenient access to account funds, and integrated administration. And when you or your employees have questions or need help, our customer service team is only a phone call or email away.



To learn more, contact your broker or Medica Sales at **1 (800) 371-1613** or visit **Medica.com/Employers**.