



HSA vs FSA

Details	Health Savings Account (HSA)	Health Care Flexible Spending Account (FSA)	
		General Purpose Health FSA	Limited Purpose Health FSA
Which Health Plan can it be used with?	Aetna Managed Choice PPO+HSA Plan	<ul style="list-style-type: none"> Aetna EPO Plan Aetna Managed Choice PPO Plan Kaiser HMO Plan (if you live in a Kaiser's service area zip code) 	Aetna Managed Choice PPO+HSA Plan
Can I sign up for these accounts if I waive out of medical plan?	No. You need to be enrolled in the Aetna Managed Choice PPO+HSA Plan to elect and contribute to the HSA.	Yes	
What can I use the account funds to pay for?	All qualified medical expenses not covered by the plan	All qualified medical, dental and vision expenses not covered by the plan	All qualified dental and vision expenses not covered by the plans
Contribution limits	2022 limits from all sources (both you and Enjoy): \$3,650 for individuals \$7,300 for families To be monitored by employee	2022 employee contribution limits: \$2,750	2022 employee contribution limits: \$2,750
Is there a catch-up contribution for older employees?	Those age 55 or older may make an additional \$1,000 annual contribution	No	
Is the account portable?	Yes. HSA balance is retained by you, even in the event you leave Enjoy.	No. If you leave Enjoy, you will have 90 days after the last day you were active to file claims. You cannot incur new claims or contribute new funds after ending employment.	
Contributions subject to income tax?	No	No	
Do funds roll over from year to year?	Yes. Unused funds are carried over, even into retirement.	No. Unspent balance is forfeited if claims are not incurred by March 15 of the following year and submitted by March 31.	

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Details

Health Savings Account (HSA)

Health Care Flexible Spending Account (FSA)

General Purpose Health FSA

Limited Purpose Health FSA

Do I need funds in the account in order to pay for qualified expenses?

Yes. Funds must be in account before paying for qualified medical expenses. If you don't have sufficient account funds to pay for an incurred, qualified medical expense, you can submit the expense for payment once sufficient funds are contributed.

No. You are entitled to withdraw the full annual balance on day one of the plan year, even though you have not yet contributed all funds.

Will Enjoy be putting any funds into my account for 2022?

Yes. The IRS allows both employees and employers to contribute to the HSA. For 2022, Enjoy will contribute \$50 per month to your HSA account.

No. The FSA account is funded solely by you.

Can I withdraw funds for a non-health care expense?

Yes. However, if you withdraw funds to pay for any expense other than a qualified medical expense, before the age of 65, you will pay a 20% penalty, and you must pay income taxes. Withdrawing funds for a non-qualified medical expense on or after the age of 65 results in income taxes only. Yes. However, if you withdraw funds to pay for any expense other than a qualified medical expense, before the age of 65, you will pay a 20% penalty, and you must pay income taxes. Withdrawing funds for a non-qualified medical expense on or after the age of 65 results in income taxes only.

No. FSA funds may only be used for qualified health care expenses.

Can I invest my funds in the account?

Yes, and any investment earnings are untaxed when earned. Contact Wex (previously Discovery Benefits) who is Enjoy's HSA administrator, to learn more about investment options.

No. This is a spending account and there are no earnings investment opportunities.

During Open Enrollment, I choose the amount I wish to contribute. Can I change that amount in 2022?

Yes. You can make adjustments to their contributions at any time during the plan year, up to IRS limits. Enjoy's contribution will not change whether you increase or decrease you own contribution.

No, except in the event of a qualifying life event (like a marriage, divorce, having a baby, etc.)