

Savings and Spending Accounts Comparison Chart

	Health Savings Account	Limited Purpose Flexible Spending Account	Health Care Flexible Spending Account	Dependent Care Flexible Spending Account
Which medical plan does it pair with?	HSA Primary HSA Plus	HSA Primary HSA Plus	I&S Copay Kaiser* In certain circumstances, this general purpose FSA may be available to HSA Primary and HSA Plus participants	Enrollment in a BAE Systems medical plan is not required
Who owns the account?	You	BAE Systems	BAE Systems	BAE Systems
Who is eligible to contribute?	Any employee enrolled in HSA Primary or HSA Plus who is NOT : <ul style="list-style-type: none"> Enrolled in Medicare or TRICARE Covered by another medical plan that is not a high-deductible health plan Receiving reimbursements for medical expenses from someone else's general purpose FSA Claimed as a dependent on someone else's tax return 	Any employee enrolled in HSA Primary or HSA Plus and who is eligible to contribute to an HSA	Any employee enrolled in I&S Copay Special note: HSA plan participants who are not eligible to contribute to an HSA are eligible for this FSA	Any employee who incurs qualifying expenses
What can I use it for?	Deductibles and coinsurance costs under your medical, prescription, dental, and vision benefits In the future, you can use it for Medicare premiums and other health care costs during retirement	Eligible dental and vision expenses only	Deductibles, coinsurance, and copays under your medical, prescription, dental, and vision benefits	Eligible dependent adult and/or child care expenses
Is the account portable?	Yes You own the account, and it remains yours if you change employers or retire	No Any unused funds are forfeited at the end of the plan year or when you terminate employment at BAE Systems	No Any unused funds are forfeited at the end of the plan year or when you terminate employment at BAE Systems	No Any unused funds are forfeited at the end of the plan year or when you terminate employment at BAE Systems
When are funds deposited into my account?	Your contributions appear in your account shortly after they are deducted from each paycheck	Your annual contribution amount is available in your account on January 1 of each year or on your benefits effective date, whichever is later	Your annual contribution amount is available in your account on January 1 of each year or on your benefits effective date, whichever is later	Your contributions appear in your account shortly after they are deducted from each paycheck
Can I change my contribution amounts?	Yes You can change your contribution amount at any time during the year	Generally, contributions are elected during Annual Enrollment or when making initial benefit elections You may only make election changes if you have a qualified status change event during the plan year, like getting married or having a baby	Generally, contributions are elected during Annual Enrollment or when making initial benefit elections You may only make election changes if you have a qualified status change event during the plan year, like getting married or having a baby	Generally, contributions are elected during Annual Enrollment or when making initial benefit elections You may only make election changes if you have a qualified status change event during the plan year, like getting married or having a baby

*Only available in Hawaii