

# HSA vs FSA

Both accounts let you:

- ✓ Use pre-tax money to pay for qualified medical expenses, including dental and vision<sup>1</sup>
- ✓ Make pre-tax payroll contributions
- ✓ Pay for your spouse and dependents too



Health Savings Account

**Save up to \$1,710<sup>2</sup>  
on taxes**



Healthcare Flexible Spending Account

**Save up to \$500<sup>3</sup>  
on taxes**

|  |  |   |
|--|--|---|
| <b>Fund availability</b>                                 | Funds available as you contribute  | Get full annual amount on day 1 of plan year  |
| <b>Fund expiration</b>                                   | No use-it-or-lose-it, keep your money forever (even if you change health plans, jobs, or retire)                                   | Funds eventually expire if you don't use them (though some employers offer grace period or carryover extensions)                                |
| <b>Investing</b>   | Invest <sup>4</sup> your HSA tax-free, like a 401(k)   | Cannot invest FSA funds or grow your account  |
| <b>Contribution changes</b>                              | Change or update anytime   | Only during enrollment or 'qualifying life event'   |
| <b>Health plan type</b>                                  | Requires HSA-qualified health plan   | Works with any health plan type   |
| <b>Contribution limits<sup>5</sup></b>                   | <b>\$8,550</b> (Family plan)<br><b>\$4,300</b> (Individual plan)   | <b>\$3,300</b> (regardless of plan type)  |
| <b>Account compatibility</b><br>(if offered by employer) | <ul style="list-style-type: none"> <li>• Dependent Care FSA</li> <li>• Commuter Benefits</li> <li>• Limited Purpose FSA</li> </ul> | <ul style="list-style-type: none"> <li>• Dependent Care FSA</li> <li>• Commuter Benefits</li> <li>• Health Reimbursement Arrangement</li> </ul> |



**Discover more ways to save.**

[HealthEquity.com/Learn](https://HealthEquity.com/Learn)

<sup>1</sup>FSA and HSA funds are never taxed at a federal income tax level when used appropriately for qualified medical expenses. Also, most states recognize FSA and HSA funds as tax deductible with very few exceptions. Please consult a tax advisor regarding your state's specific rules. | <sup>2</sup>Estimated potential tax savings are based on a \$8,300 family HSA contribution and 20% effective tax rate including applicable state and federal income taxes. Actual tax savings will vary based on your contribution amount and specific tax situation. | <sup>3</sup>Estimated potential tax savings are based on a \$2,500 contribution and a 20% effective tax rate, including applicable state and federal income taxes. Actual tax savings will vary based on your specific tax situation. | <sup>4</sup>Investments made available to HSA members are subject to risk, including the possible loss of the principal invested, and are not FDIC or NCUA insured, or guaranteed by HealthEquity, Inc. | <sup>5</sup>Contribution limits are accurate as of 11/04/2024 for FSA and 5/14/2024 for HSA. For the latest information, please visit: [HealthEquity.com/Learn](https://HealthEquity.com/Learn) | HealthEquity does not provide legal, tax or financial advice. Always consult a professional when making life-changing decisions. | Copyright © 2024 HealthEquity, Inc. All rights reserved. HSAvsFSA OE Flyer 11.04.2024