

# HSA vs FSA

Both accounts let you:

- ✓ Use tax-free money to pay for qualified medical expenses, including dental and vision\*
- ✓ Make tax-free payroll contributions
- ✓ Pay for your spouse and dependents too



Health Savings Account

**Save up to \$1,500<sup>†</sup>  
on taxes**



Healthcare Flexible Spending Account

**Save up to \$500<sup>‡</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>§</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>^</sup></b>	<b>\$7,750</b> (Family plan) <b>\$3,850</b> (Individual plan)	<b>\$2,850</b> (regardless of plan type)
<b>Account compatibility</b> (if offered by employer)	<ul style="list-style-type: none"> <li>• Dependent Care FSA</li> <li>• Commuter Benefits</li> <li>• Health Reimbursement Arrangement</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)

\*FSAs and HSAs 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>†</sup>Estimated potential tax savings are based on a \$7,500 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>‡</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>§</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>^</sup>Contribution limits are accurate as of 10/01/2022. 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 © 2022 HealthEquity, Inc. All rights reserved. HSAsFSA-One-pages-2022.indd