

## HSA and FSA account comparison



Health Savings Accounts (HSAs) and health-related Flexible Spending Accounts (FSAs) offer you tax advantages while saving you money – making it easy to pay for eligible expenses. There are some important differences you should consider when determining which account is the best fit for your needs.

	HSA	FSA
Who owns the account?	Member	Employer
Who contributes to the account?	Member and/or employer	Member and/or employer
How are contribution limits set?	The IRS establishes the annual allowable amount	The IRS establishes the annual allowable amount
How can funds be contributed?	Payroll deduction, check or transfer	Payroll deduction only
Must be enrolled in a High Deductible Health Plan (HDHP)?	Yes	No
Can funds roll over from year to year?	Yes	Yes, up to \$570 rollover allowed if permitted by employer's plan
Are funds portable in the event of job change?	Yes, the funds are yours	No, the employer keeps the funds
Do funds earn interest?	Yes	No
Can funds be invested?	Yes	No
Do I have to submit receipts or documentation for my expenses?	No, but the member should keep receipts in case of audits	Yes, funds are paid out or reimbursed as claims are verified

### We're here to help!

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