



THE WHOLE YOU MONTHLY

A monthly guide to nurturing your full wellbeing: financial, physical, mental, or social. Each issue delivers timely, seasonal insights and custom articles to help you thrive both inside and outside of work.

April 2026 Issue

INSIDE THIS ISSUE

This month's newsletter highlights how to make the most of your health savings account (HSA) or flexible spending account (FSA). Learn how these tools can help you manage healthcare expenses today while strengthening your overall financial strategy for the future.

- [HSA vs. FSA: Understanding your options](#)
- [Which health savings plan is right for you?](#)
- [The basics & benefits of pairing an HSA with your high-deductible health plan](#)
- [Featured recipe: Creamy miso mushroom pasta](#)

HSA vs. FSA: Understanding your options

Healthcare expenses can add up quickly, and without a plan, those costs can feel overwhelming. That's where health savings accounts (HSAs) and flexible spending accounts (FSAs) come in. Both are designed to help you set aside pretax dollars for eligible medical expenses, helping you save on taxes while preparing for healthcare costs throughout the year.

While they share a similar goal, HSAs and FSAs have important differences. Here's a high-level look at the basics:

Health savings account (HSA)

An HSA is a tax-advantaged savings account available to individuals enrolled in a qualified high-deductible health plan (HDHP).

Key features

- Contributions are made pretax.
- Funds can be used for eligible medical expenses.
- Money rolls over year to year.
- The account is yours to keep, even if you change jobs or retire.
- Funds may be invested and grow over time.



Flexible spending account (FSA)

An FSA is also used to pay for eligible healthcare expenses, but it works a bit differently.

Key features

- Contributions are still made with pretax dollars.
- Funds can be used for eligible medical expenses.
- Funds do not typically roll over, making it a shorter-term plan.
- Typically tied to your employer's plan — does NOT go with you.

An FSA can be a great option if you want immediate access to your full election amount at the start of the plan year.

At a glance: What's the difference?

- **Eligibility:** An HSA requires enrollment in a qualified HDHP; an FSA does not.
- **Ownership:** An HSA is employee-owned; an FSA is employer-sponsored.
- **Portability:** An HSA stays with you; an FSA generally does not.
- **Rollover:** HSA funds carry over; FSA funds may be forfeited if not used. (Check your plan rules.)

Both accounts offer valuable tax savings and help you cover healthcare expenses. Understanding how each works is the first step in making the most of your benefits.



Which health savings plan is right for you?

While only a small percentage of Americans currently use these accounts, they can help reduce the stress and financial impact of paying for doctor visits, prescriptions, or unexpected medical expenses.

Now that you know a little more about each plan, which plan — HSA or FSA — should you add to your benefits arsenal?

The basics

Both HSAs and FSAs let you save pretax dollars to help cover qualified medical, dental, and vision expenses. The right choice depends on your health plan, spending needs, and long-term goals.

HSAs: Flexibility and long-term savings

HSAs are available for those in qualified high-deductible health plans. These plans offer more flexibility, as unused funds can roll over year over year and remain yours, even if you leave your job. You can also invest HSA funds, potentially growing your balance over time. This makes HSAs especially beneficial if you want to save for future medical costs, including expenses you could face in retirement. According to Fidelity, on average, 65-year-olds may need more than \$170,000 in savings to cover healthcare costs in retirement.

After age 65, HSA funds can also function as a traditional retirement account. Withdrawals for nonmedical expenses are allowed without penalty (although income tax applies), while qualified medical expenses remain tax-free.

FSAs: Immediate access, short-term planning

FSAs don't require a specific health plan, and you can access your full annual contribution at the start of the plan year. However, FSAs follow a "use it or lose it" rule, meaning unused funds at year-end are typically forfeited. FSAs are also employer-owned, meaning you typically lose access to remaining funds if you leave your job (unless you elect COBRA).

Which should you choose?

If you value long-term savings and investment options, an HSA is the best option. If your spending is more predictable and short-term, an FSA makes sense. Some employees could be eligible for an HSA paired with a limited-purpose FSA.

Both accounts are powerful tools for managing healthcare costs. The best choice depends on your personal finances, health needs, and benefit eligibility. Take time to review your options during open enrollment and make the best choice for you and your family.

Sources:

[cnbc.com/2019/10/29/how-fsa-hsa-can-save-you-money-on-medical-costs.html](https://www.cnbc.com/2019/10/29/how-fsa-hsa-can-save-you-money-on-medical-costs.html)

[fidelity.com/learning-center/smart-money/hsa-vs-fsa](https://www.fidelity.com/learning-center/smart-money/hsa-vs-fsa)



The basics & benefits of pairing an HSA with your high-deductible health plan

What is a high-deductible health plan?

A high-deductible health plan (HDHP) features higher out-of-pocket costs but lower premiums. When paired with an HSA, these plans offer tax-free savings to help tackle healthcare costs.

With an HDHP, you pay negotiated provider rates for medical services and prescriptions until you meet your deductible. Once the deductible is met, coinsurance and applicable copays apply until the out-of-pocket maximum is satisfied. Plan members can use their HSAs to help cover eligible costs throughout the year.

While HSAs are designed to cover out-of-pocket healthcare expenses, they also offer significant financial and tax advantages.

Beyond health: the financial benefits of your HSA

An HSA is more than a health spending account, it's a long-term savings and investment vehicle. Contributions are typically made through payroll deductions, and many employers also contribute to employees' HSAs, helping balances grow even faster.

Funds in your HSA earn interest, and once your balance reaches a certain threshold, you may have the option to invest in mutual funds. As long as withdrawals go toward qualified medical expenses, earnings remain tax-free. HSA funds roll over year after year and always belong to you, so you can use the funds when needed, save for an expensive procedure, or leverage the HSA as another long-term investment tool. For example, contributing \$3,000 annually for 15 years, without making withdrawals, could result in \$45,000 in savings, even before factoring in possible investment growth.

The triple tax advantage

HSAs offer three distinct tax benefits:

- Contributions are tax-free.
- Earnings on your principal balance and interest grow tax-free.
- Withdrawals for qualified medical expenses are tax-free.

Choosing an HDHP with an HSA can help you manage current healthcare costs while building tax-advantaged savings for the future. By understanding and maximizing these benefits, you can make your health plan work harder for both your wellbeing and your long-term financial goals.

Source:

schwab.com/learn/story/is-hsa-good-deal

FEATURED RECIPE

Creamy miso mushroom pasta

An easy, super simple pasta with tons of umami flavor — ready in 30 minutes.

Ingredients

- 1 pound spaghetti, fettuccine, or pasta of choice
- Salt, for the pasta water
- 1 tablespoon olive oil
- 6 ounces cremini mushrooms, sliced
- 4 tablespoons unsalted butter
- 2 cloves garlic, minced
- 1/3 cup freshly grated Parmesan cheese
- 2 tablespoons white miso paste
- Optional: Fresh sage, parsley, or thyme, for garnish



Instructions

1. Fill a large pot with water and season with a generous amount of salt. Bring it to a boil over high heat.
2. Add the pasta and cook according to the package instructions. Reserve a cup of pasta water, then drain the pasta in a colander. Set the colander over the pasta pot so it stays warm.
3. Meanwhile, heat the olive oil in a large skillet over medium heat. Add the mushrooms and sauté until golden, 5 to 8 minutes. Add the mushrooms to a bowl or directly to the empty pasta pot.
4. Carefully rinse and dry off the skillet that you used to cook the mushrooms, then put it back on the stove over medium heat. Add the butter to the skillet and let it melt. Add the garlic and sauté until fragrant, about 2 minutes.
5. Add the Parmesan, miso, and 1/2 cup reserved pasta water and stir until the cheese is melted and all ingredients are evenly combined, 2 to 4 minutes.
6. Add the sauce to the pot with the pasta and mushrooms and toss until all of the pasta is coated in sauce. Add more pasta water, if needed, to thin out the sauce. Sprinkle with fresh herbs, if using.
7. Serve fresh. Store leftovers in a covered container in the fridge for up to 3 days.

Source:

[simplyrecipes.com/creamy-miso-mushroom-pasta-recipe-6544048](https://www.simplyrecipes.com/creamy-miso-mushroom-pasta-recipe-6544048)