

HSAs vs FSAs

UNDERSTANDING THE DIFFERENCES AND THE ADVANTAGES

Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA) can be confusing. This chart provides a **quick and easy comparison** of the different types of tax-advantaged healthcare accounts.

COMPARISON	HEALTH SAVINGS ACCOUNT (HSA)	FLEXIBLE SPENDING ACCOUNT (FSA)
Is specific health insurance coverage required to contribute?	Yes , you must be enrolled in a High Deductible Health Plan (HDHP).	No, BUT if you are contributing to a HSA, you can only enroll in a Limited Purpose Flexible Spending Account.
2025 MAXIMUM Annual Contributions	Single: \$4,300 Family: \$8,550 Catch-up: \$1,000 (age 55+)	Healthcare: \$3,300 Dependent Care: \$5,000
PRE-TAX Contributions?	Yes	Yes
Availability Of Funds	Funds must accumulate before using.	Healthcare and Limited Purpose: Available on day 1 Dependent Care: Funds must accumulate before using
Use it or lose it?	No , unused funds roll over from year to year.	Yes , however, a small amount may roll over into the next year. Or, a grace period may apply.
Can you take it with you if you leave the company?	Yes	No

ELIGIBLE EXPENSES BEYOND YOUR PLAN COVERAGE

- Medical
- Dental
- Vision
- Prescription
- Special education
- Seeing eye dog
- And more

For **HSAs, Healthcare and Limited Purpose FSAs** download a full list from the IRS - [Publication 502](#).



For information on **Child and Dependent Care** Expenses download the [IRS Publication 503](#).



QUESTIONS? Contact TrueNorth's TRUEAdvocate Team:
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BROUGHT TO YOU BY:



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