

BENEFIT BITES

TOTAL REWARDS



DIFFERENTIATING HSAs vs FSAs

HSA

“Health Savings Account”

- spiraling arrow icon Can be used for health care services and qualified medical expenses
- dot cluster icon Must have a high-deductible health plan that meets IRS guidelines
- cash icon Money can be deposited by you or from your paycheck before taxes
- square with arrow icon Earns interest
- plus icon Balance can eventually be cashed out (and potentially used for retirement)
- cash icon Balance carries over year to year and you can invest contributions

FSA

“Flexible Spending Account”

- square with arrow icon Can be used for health care services and eligible medical expenses
- plus icon Can sign up if it's offered, regardless of health plan
- cash icon Money is deposited from your paycheck before taxes
- spiraling arrow icon No interest is earned
- dot cluster icon Cannot be cashed out
- cash icon A set amount may be rolled over to the next plan year; any remaining funds are lost

CONTACT US

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