

What's the difference between HSAs and FSAs?

Health savings accounts (HSAs) and health care **flexible spending accounts (FSAs)** are both tax-advantaged benefit accounts that can be used to pay for eligible health care expenses. Each can cover a variety of costs — visit [HSA eligible expenses](#) and [FSA eligible expenses](#) to learn more.

The Key Differences	HSA	FSA
Eligibility	HSAs require enrollment in a qualified high-deductible health plan.	FSAs require eligibility for your company's group health plan and can be paired with a variety of plans.
Tax advantages	Triple-tax advantage: funds in the account are pretax, grow tax-free, and are tax free when withdrawn.	FSAs allow you set aside pretax money, lowering your taxable income.
When to spend	With an HSA, you can use your funds whenever you need to on eligible expenses. HSA funds do not expire.	FSA funds are “use it or lose it”. If you don't spend your funds during your plan year, you forfeit them to your employer. Check your plan details for carryover and grace period information.
Ownership	HSAs are owned by the individual and stay with you from employer to employer.	FSAs are offered by your employer and do not stay with you if you change jobs. Check your plan for details on run-out periods for expenses incurred prior to leaving your job.
Investments	HSA funds can be invested and any growth over time is tax-free.	FSA funds are not eligible for investment.
Contributions	HSAs have annual contribution limits set by the IRS. Your employer can also contribute to your HSA within the IRS limit.	FSAs have annual contribution limit set by the IRS and the employer. Your employer can also contribute to your FSA within the IRS limit.
 Learn more about your options 		