

HealthEquity®

Benefits explained: Which account is right for me?

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HSA

Health Savings Account

The only account with a triple-tax¹ advantage

1. Contribute pre-tax funds
2. Grow tax-free earnings
3. Enjoy tax-free distributions

¹HSA's are never taxed at a federal income tax level when used appropriately for qualified medical expenses. Also, most states recognize HSA funds as tax deductible with very few exceptions. Please consult a tax advisor regarding your state's specific rules.



Lower premiums put you in control

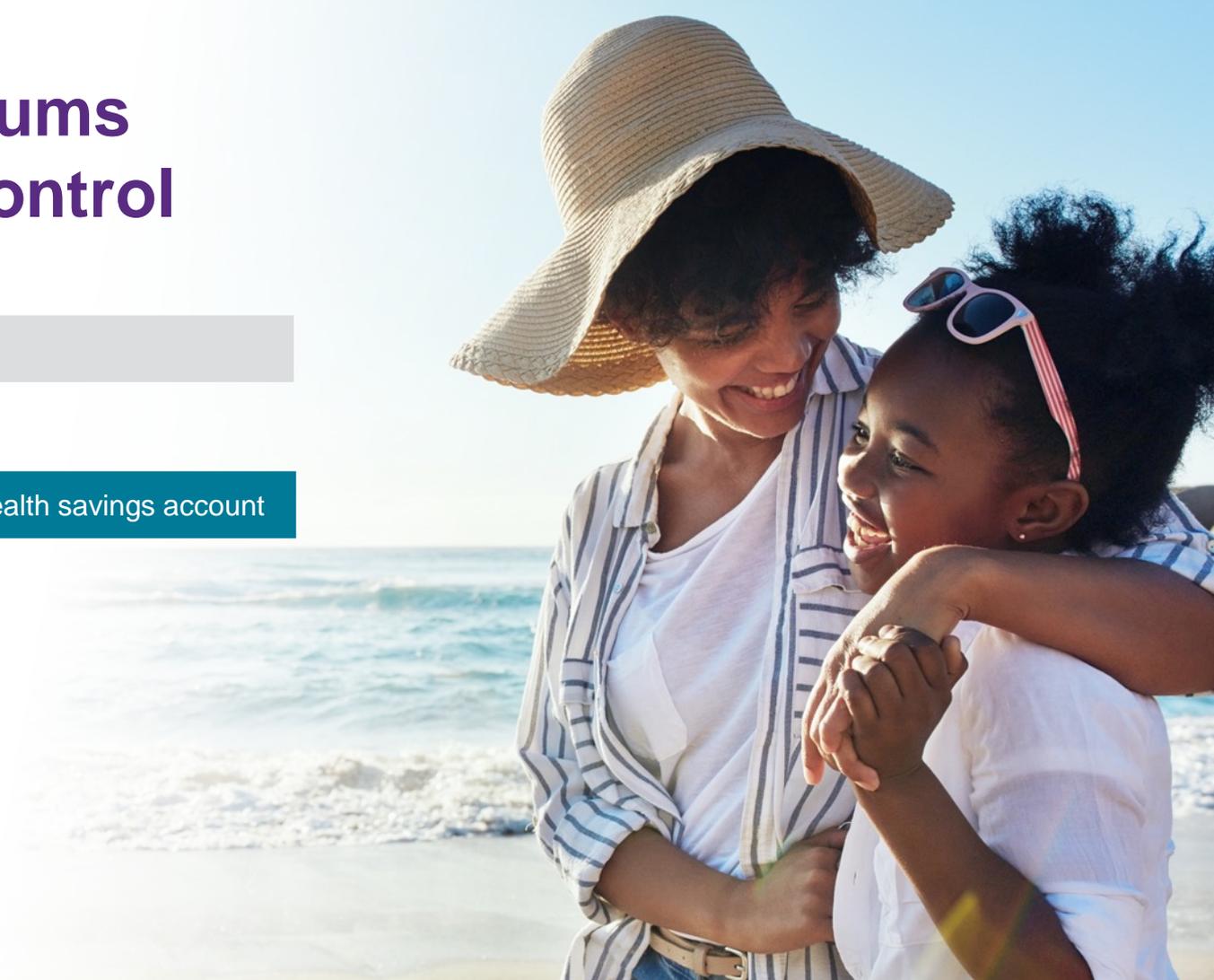
Traditional health plan

Premium

HSA qualified health plan

Premium

Health savings account



Maximize tax savings

30% tax savings
x \$1,000

\$300*

*Based on average state and federal income and payroll taxes. Actual savings will vary. The example used is for illustrative purposes only.



How to HSA

- ✓ Maximize tax savings
- ✓ Pay for healthcare
- ✓ Keep your money
- ✓ Save for retirement



1

**Covered only by an
HSA-qualified health plan**

2

**No access to a
full-purpose FSA**

3

**Not claimed as a dependent
on anyone's tax return**



LPFSA

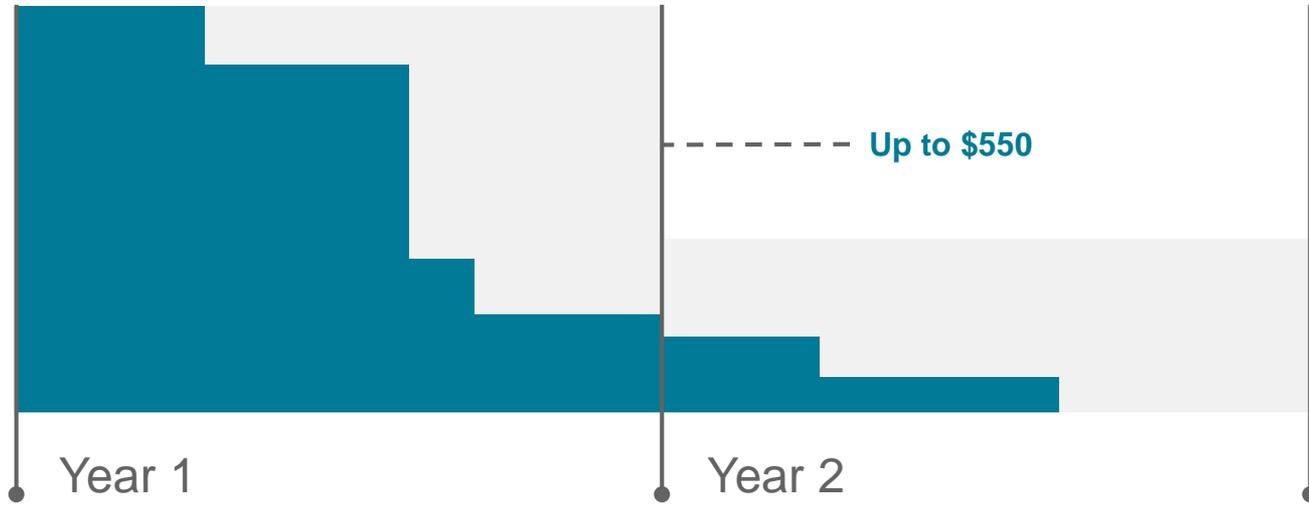
Limited Purpose Flexible Spending Account

Maybe “limited purpose” isn’t so limited after all

- ✓ Dental
- ✓ Vision

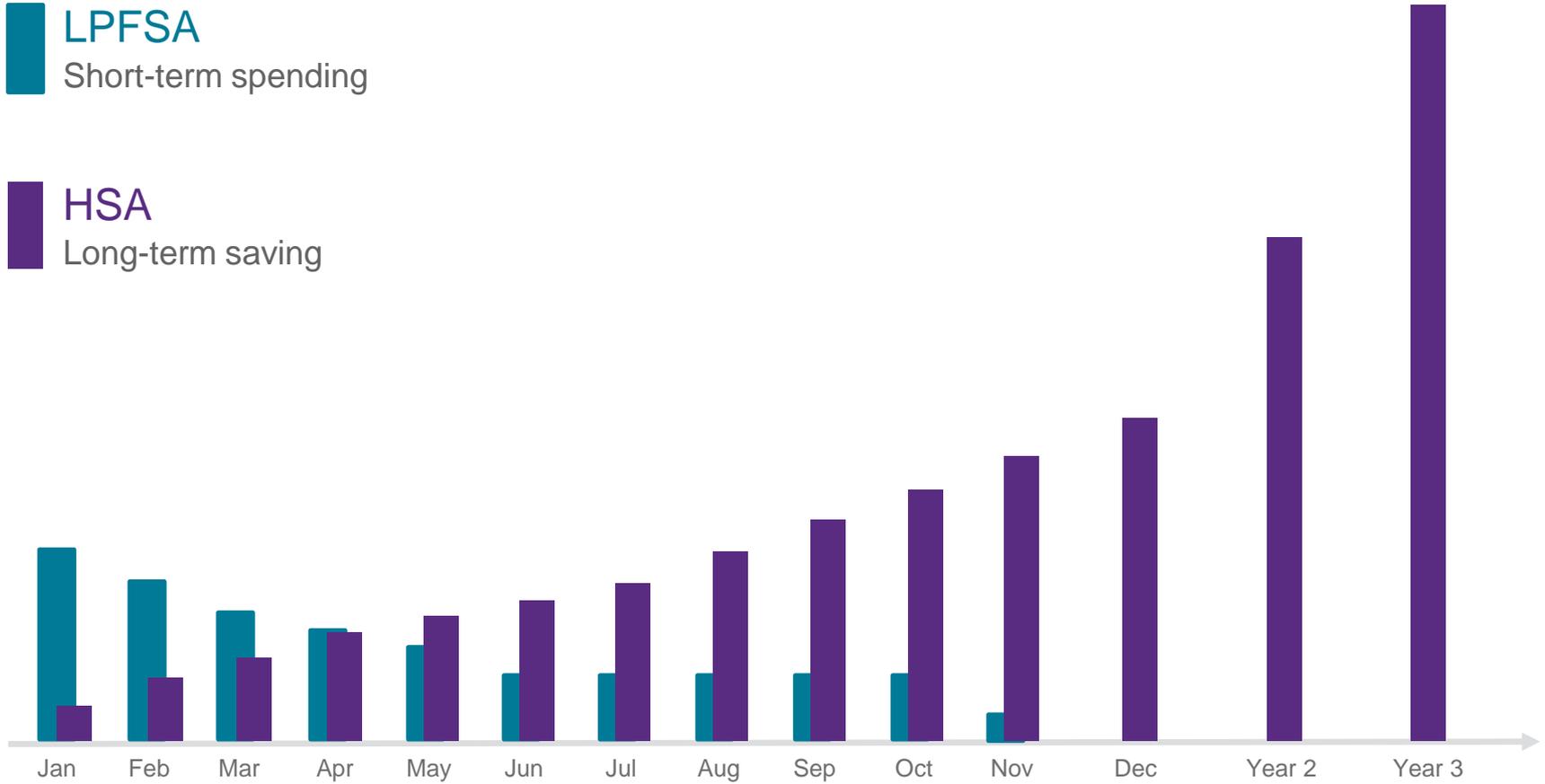


Carryover



LPFSA
Short-term spending

HSA
Long-term saving



The example used is for illustrative purposes only.



FSA

Flexible Spending Account



MONEY IN
NOT TAXED



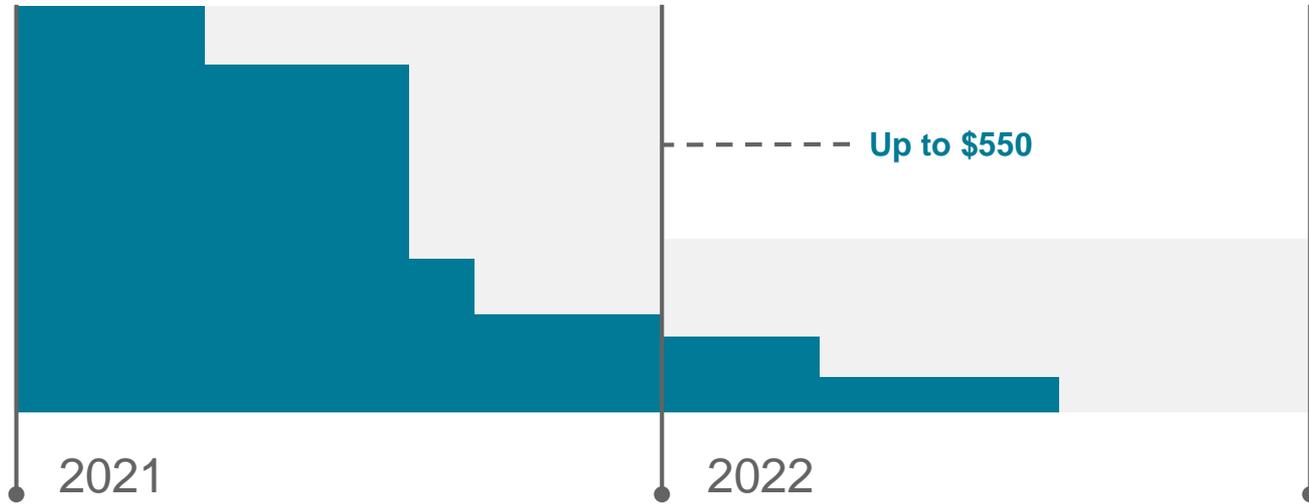
FSA



**Smart spending
starts with
thoughtful planning**



Carryover





DCFSA

Dependent Care Flexible Spending Account



MONEY IN
NOT TAXED



DCFSA

A DCFSA is compatible with:

- ✓ HSA
- ✓ FSA
- ✓ HRA







HSA



FSA



LPFSA



DCFSA

Savings

Contribution limits

HSA *

FSA **

LPFSA **

DCFSA **

Single \$3,650	\$2,750	\$2,750	Individual \$2,500
Family \$7,300			Family \$5,000

*2022 Contribution limits

**2021 Contribution limits

HSA vs FSA

HSA

FSA

Health plan type	HSA-qualified	Traditional
Premiums	Lower	Higher
Deductibles	Higher	Lower
Do funds expire?	Never	Yes
Contribution limits	\$3,650 single* \$7,300 family*	\$2,750**

Ability to adjust contributions

HSA

FSA

LPFSA

DCFSA

Yes

Only with
qualifying
event

Only with
qualifying
event

Only with
qualifying
event

Eligible expenses

Eligible expenses

	HSA	FSA	LPFSA
Deductibles/ copays	✓	✓	
Premiums			
Vision and dental	✓	✓	✓
Qualified medical expenses	✓	✓	

Fund availability



**When will you need
your healthcare
account funds for
this plan year?**

- A. Start of plan year
- B. Mid-year
- C. Throughout the year
- D. End of year

Fund availability

HSA

FSA

LPFSA

DCFSA

	HSA	FSA	LPFSA	DCFSA
Funds availability	As you make contributions	At start of plan year	At start of plan year	As you make contributions
Rollover	Always	\$550 carryover	\$550 carryover	No
Grace period	Not needed	No	No	No



HSA



FSA



LPFSA



DCFSA

CompareMyHSA.com

Questions?

We're here for you 24/7
877.300.4987

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