

## HRA / HSA / FSA Comparison Chart

	HRA	HSA	Medical FSA
<b>Who is Eligible?</b>	Any employee, subject to employer's eligibility requirements. Sometimes tied to health plan (may require HDHP).	An individual who is covered under a qualified HDHP, is not covered by Medicare and cannot be claimed as a tax dependent.	Any employee, subject to employer's eligibility requirements.
<b>Who owns the account?</b>	Employer	Employee	Employer
<b>Is the account portable? (Can it transfer after leaving employer?)</b>	Usually <b>No</b>	<b>Yes</b>	<b>No</b>
<b>Do the funds earn interest?</b>	Usually <b>No</b> . The employer can credit interest if funds are invested.	<b>Yes</b> , interest accrues tax-free.	<b>No</b>
<b>Do unused funds carryover to the next year?</b>	<b>Possibly</b> . This is not required and depends on the plan set up.	<b>Yes</b>	<b>Possibly</b> . Some plans offer a rollover of unused funds (up to \$680 in 2026). Check your plan details.
<b>Who can contribute to the plan?</b>	Employer Only	Employee, Employer, Individual	Employee and/or employer
<b>Is the plan COBRA eligible?</b>	<b>Yes</b>	<b>No</b>	<b>Yes</b>
<b>Can funds be taken out for non-medical related expenses?</b>	<b>No</b>	<b>Yes</b> , however, non-medical withdrawals are taxable and subject to a 10% penalty if under the age of 65 at time of withdrawal.	<b>No</b>
<b>Maximum Contribution</b>	Limit set by employer.	For 2026, \$4,400 if the person has single coverage, \$8,750 if family coverage. Individuals aged 55 and older can make an additional catch-up contribution of \$1,000.	Limit set by the employer. (Up to \$3,400 for 2026)