

Benefits to support your employees.

Use these charts to compare and contrast popular employee benefits and find the best fit for your organization.



**Benefit
Administration**



HSA



FSA



HRA



LSA



**Commuter
Benefits**



COBRA



Direct Bill



VEBA

Flexible spending accounts (FSAs)

	Medical FSA	Limited FSA	Combination FSA	Dependent Care FSA
Who owns it?	Employer	Employer	Employer	Employer
Who funds it?	Employee and/or employer funded	Employee and/or employer funded	Employee and/or employer funded	Employee and/or employer funded
Who is covered?	Employee, spouse, and dependents	Employee, spouse, and dependents	Employee, spouse, and dependents	Dependent children ages 12 and under, and disabled spouses and dependents of any age
2025 contribution limits	\$3,300	\$3,300	\$3,300	\$5,000
Health plan eligibility	Employer must offer a group health plan to those eligible for the FSA, though the employee does not have to be enrolled.	Employer must offer a group health plan to those eligible for the FSA, though the employee does not have to be enrolled.	Employer must offer a group health plan to those eligible for the FSA, though the employee does not have to be enrolled.	Employer must offer a group health plan to those eligible for the FSA, though the employee does not have to be enrolled.
Benefits eligibility	Cannot be paired with an HSA.	Can be paired with an HSA.	Can be paired with an HSA.	Can be paired with an HSA or other FSA.
Mid-year election changes	Yes, with a qualifying life event.	Yes, with a qualifying life event.	Yes, with a qualifying life event.	Yes, with a qualifying life event.
Fund availability	Day 1 of the plan year	Day 1 of the plan year	Day 1 of the plan year	As funds are contributed
Tax savings	Pre-tax	Pre-tax	Pre-tax	Pre-tax
Carryover eligibility	Yes, based on the plan design (IRS allows up to \$660)	Yes, based on the plan design (IRS allows up to \$660)	Yes, based on the plan design (IRS allows up to \$660)	No
Beneficiaries	No	No	No	No
Investment capability	No	No	No	No
Eligible expenses	Eligible medical, dental, and vision expenses, including certain over-the-counter drugs, doctor visits, physical therapy, surgeries, hearing aids, and more.	Eligible dental, vision, and preventative care expenses, including eye exams, glasses, contact lenses, dental visits, and dentures.	All limited FSA expenses until the deductible is met. Then, it converts to a full medical FSA, and eligible expenses covered under that plan.	Eligible expenses include preschool and after-school care, daycare providers, and summer day camps.
Substantiation	Required by the IRS. Includes date of service/purchase, description of service/item, purchase amount, provider or store name	Required by the IRS. Includes date of service/purchase, description of service/item, purchase amount, provider or store name	Required by the IRS. Includes date of service/purchase, description of service/item, purchase amount, provider or store name	Required by the IRS. Includes date of service/purchase, description of service/item, purchase amount, provider or store name
Debit card capability	Yes	Yes	Yes	Yes, based on service provider
COBRA compatibility	Yes	Yes	Yes	No

HSA vs. FSA vs. HRA

	HSA	Medical, Limited or Combination FSA	HRA
Who owns it?	Employee	Employer	Employer
Who funds it?	Employee and/or employer funded	Employee and/or employer funded	Employer
Who is covered?	Employee, spouse, and dependents	Employee, spouse, and dependents	Depends on health coverage level
2025 contribution limits	Single: \$4,300 Family: \$8,850 Age 55+: Additional \$1,000 on top of the allotted coverage max	\$3,300 (employer may reduce this limit as a part of their plan design)	Determined by the employer. Please note: QSEHRAs limits are: Self-only: \$6,350 Family: \$12,800 EBHRA limits are \$2,150
Health plan eligibility	Employee must be enrolled in an HSA-qualified high-deductible health plan.	Employer must offer a group health plan to those eligible for the FSA, though the employee does not have to be enrolled.	Varies by type of HRA.
Benefits eligibility	Employee and/or spouse can't also be enrolled in a medical FSA. Can be paired with a limited FSA and/or dependent care FSA.	If an employee or their spouse contributes to a medical FSA, they can't contribute to an HSA. They can pair a limited FSA and/or dependent care FSA with an HSA.	Employees can be in an HRA and an FSA. Certain HRAs can be paired with an HSA.
Mid-year election changes	Yes	Yes, with a qualifying life event.	Yes, based on the employer's plan design
Fund availability	As they're contributed	Day 1 of the plan year	Varies based on the employer's plan design
Tax savings	Triple-tax savings: tax-free contributions, interest/investment returns, and distributions	Distributions are tax free for eligible expenses.	Distributions are tax free for eligible expenses.
Carryover eligibility	Yes. All funds carry over from year to year.	Yes, based on the plan design (IRS allows up to \$660).	Yes, based on the plan design.
Beneficiaries	Yes	No	No
Investment capability	Yes	No	No
Eligible expenses	Eligible medical, dental, vision, and preventative care expenses, including certain over-the-counter medications, doctor visits, physical therapy, surgeries, and hearing aids.	Depends on the type of FSA. Medical FSA: Covers eligible medical, dental, vision, and preventative expenses. Limited FSA: Covers eligible dental, vision, and preventative care expenses. Combination FSA: Starts as a limited FSA and can later convert into a medical FSA.	Determined by the employer.
Portability	Yes	No	No
Substantiation	Required by the IRS. Includes date of service/purchase, description of service/item, purchase amount, provider or store name	Required by the IRS. Includes date of service/purchase, description of service/item, purchase amount, provider or store name	Required by the IRS. Includes date of service/purchase, description of service/ item, purchase amount, provider or store name
Debit card capability	Yes	Yes	Yes
COBRA compatibility	Yes	Yes	Yes
Plan document required	If an employer allows pre-tax payroll contributions	Yes	Yes
Non-discrimination testing required	No	Yes	Yes

HRA comparison

	ICHRA	QSEHRA	Integrated HRA	EBHRA
Employer eligibility	Available to employers of any size.	Available to employers that don't offer group health insurance and have fewer than 50 full-time employees.	Available to employers who also offer a group health plan.	Available to employers that offer coverage under a group health plan sponsored by the employer.
Employee eligibility	Employer determines class eligibility. ICHRA-eligible employees cannot be offered a group health plan.	All eligible employees must participate. The employer may choose to exclude certain categories of employees.	Employer determines eligibility guidelines.	Employer determines eligibility guidelines. Employees must be eligible for but are not required to be enrolled in the employer's traditional group health plan.
Eligible expenses	Individual health insurance premiums, Medicare premiums Part A, B, C and D, Medicare Supplement premiums, certain insured student health plans, ACA compliant catastrophic health plans, qualified 213(d) medical expenses. Employers may design the plan to reimburse premiums and all (or certain) 213(d) eligible expenses, or limit to just premiums. Short-term limited-duration insurance (STLDI), self-insured student health plans and coverage consisting solely of excepted benefits are not eligible for reimbursement	QSEHRAs can reimburse employees for medical care as defined under Code 213(d) that are incurred during the QSEHRA period of coverage. Reimbursement of individual major medical health insurance premiums, as well as other Code 213(d) expenses incurred during the QSEHRA coverage period, is permitted. A QSEHRA may reimburse premium payments for coverage of a spouse or other eligible family member, including expenses paid through another employer's plan	Integrated HRAs can reimburse employees for medical care as defined under Code 213(d) that are incurred during the integrated HRA period of coverage. Eligible expenses for this type of HRA are also customizable by the employer.	Determined by the employer. Can include eligible out-of-pocket medical expenses along with premiums for solely excepted benefit coverage that includes dental and vision coverage, COBRA premiums and in some circumstances, short-term limited duration insurance (but excluding individual health insurance premiums).
2025 contribution limits	Not applicable	Self-only: \$6,350 Family: \$12,800	Not applicable	\$2,150
Funding	Employer funded	Employer funded	Employer funded	Employer funded
Fund availability	Employer determines contribution availability	Employer determines contribution availability	Employer determines contribution availability	Employer determines contribution availability
Tax status	Pre-tax contributions	Pre-tax contributions	Pre-tax contributions	Pre-tax contributions
Carryover	Determined by employer	Determined by employer	Determined by employer	Determined by employer
Substantiation	Individual health insurance coverage substantiated annually and for each reimbursement. Employee attestation accepted. 213(d) medical expense substantiation required per IRS regulations governing HRAs.	213(d) medical expense substantiation required per IRS. The "MEC substantiation" can be accomplished by obtaining employee attestation that coverage is MEC. The initial proof of MEC must be provided at least annually before the individual is reimbursed for any expenses.	Required by the IRS. Includes date of service/purchase, description of service/ item, purchase amount, provider or store name.	Individual health insurance coverage substantiated annually and for each reimbursement. Employee attestation accepted. 213(d) medical expense substantiation required per IRS regulations governing HRAs.
Plan document	Required	Required	Required	Required
Non-discrimination testing	Required when offering both premium and medical expense reimbursements.	Not Required	Required	Required
Debit card	Yes, based on plan design.	Yes, based on plan design.	Yes, based on plan design.	Yes, based on plan design.

Retirement plan comparison

	Eligibility	2025 contribution limits	Taxes - contributions	Taxes - withdrawals	Withdrawal penalties
Traditional 401(k)	Must be employed at a business that offers a 401(k).	\$23,500 if you're younger than 50. \$31,000 for anyone 50 or older.	Tax-free	Taxed	Generally, withdrawals prior to age 59 ½ are subject to be included in gross income, plus a 10 percent penalty.
Traditional IRA	Must have taxable compensation and be younger than 70 ½. Additionally, your deduction may be limited if you (or your spouse, if you are married) are covered by a retirement plan at work and your income exceeds certain levels.	The lesser of: \$7,000 (or \$8,000, for anyone 50 or older) Your taxable compensation for the year.	Tax-free if they qualify (eligibility is based on your retirement plan at work)	Taxed	Generally, withdrawals prior to age 59 ½ are subject to be included in gross income, plus a 10 percent penalty.
Roth IRA	Can contribute at any age if you meet certain income requirements.	The lesser of: \$7,000 (or \$8,000, for anyone 50 or older) Your taxable compensation for the year.	Taxed	Tax-free if withdrawals qualify	Generally, withdrawals prior to age 59 ½ are subject to be included in gross income, plus a 10 percent penalty.
HSA	Must be enrolled in a HSA qualified health plan.	\$4,300 self-only; \$8,550 family. Additional \$1,000 for anyone 55 or older.	Tax-free, if made by payroll deduction	Tax-free (if funds are used on eligible medical expenses at any age). Taxable as ordinary income after age 65 (if funds are used for any reason other than eligible medical expenses).	Generally, withdrawals for ineligible expenses prior to age 65 are subject to be included in gross income, plus a 20 percent tax penalty.
Traditional 403(b)	Generally, an eligible employee of a public school system or church, or an employee of a Code Section 501(c)(3) tax-exempt organization are among those who qualify.	Employee limit: \$23,500 for anyone younger than 50. \$31,000 for anyone 50 or older. Employee/employer combined limit: \$70,000 for anyone younger than 50; \$77,500 for anyone 50 or older.	Tax-free if they qualify (eligibility is based on your retirement plan at work)	Taxed	Generally, withdrawals prior to age 59 ½ are subject to be included in gross income, plus a 10 percent penalty.
Roth 403(b)	Generally, an eligible employee of a public school system or church, or an employee of a Code Section 501(c)(3) tax-exempt organization are among those who qualify.	Employee limit: \$23,500 for anyone younger than 50; \$31,000 for anyone 50 or older. Employee/employer combined limit: \$70,000 for anyone younger than 50; \$77,500 for anyone 50 or older.	Taxed	Tax-free if withdrawals qualify	Generally, withdrawals prior to age 59 ½ are subject to be included in gross income, plus a 10 percent penalty.

Emergency Benefits Solutions Comparison

National emergencies such as hurricanes, earthquakes, and pandemics change employees' healthcare needs, financial needs and how they work. Their employee benefits needs may change too. Learn more about three different accounts available to support employees:

	Emergency Spending Account (ESA)	Disaster Relief Payment (DRP)	Lifestyle Spending Account (LSA)
Eligibility	Employer determines class and group eligible.	Employer determines class and group eligible.	Employer determines class and group eligible.
Eligible expenses	Customizable by the employer. Can include additional expenses related to childcare, groceries, and meal delivery services.	Determined by the employer for reasonable and necessary personal, family, living, or funeral expenses incurred as a result of a national disaster.	Customizable by the employer. Expense categories can include physical, financial, and emotional wellness.
Contribution limits	Not applicable	Not applicable	Not applicable
Funding	Employer funded	Employer funded	Employer funded
Fund availability	Employer determines contribution availability	Employer determines contribution availability	Employer determines contribution availability
Tax status	Post-tax	Tax-deductible for employers and tax-free for employees	Post-tax
Length of benefit	Determined by employer	Determined by employer, but must start on or after the declaration of a national disaster	Standard is 12 months
Carryover	None	None	Determined by employer
Substantiation	None	None	Required. Includes date of service/purchase, description of service/ item, purchase amount, provider or store name.
Plan document	Not required	Not required	Not required
Non-discrimination testing	Not required	Not required	Not required
Debit card	Yes, based on plan design	Yes, based on plan design	No