

Benefits to support your employees.

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



Benefits Administration



HSA



FSA



HRA



LSA



Commuter Benefits



COBRA



Compliance

wex[®]

FSA comparison

	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 under age 13 and disabled spouses and dependents of any age incapable of self-care.
2026 contribution limits	\$3,400	\$3,400	\$3,400	\$7,500
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.	No health plan eligibility requirement.
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 \$680).	Yes, based on the plan design (IRS allows up to \$680).	Yes, based on the plan design (IRS allows up to \$680).	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 preventive 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
2026 contribution limits	Single: \$4,400 Family: \$8,750 Age 55+: Additional \$1,000 on top of the allotted coverage max	\$3,400 (employer may reduce this limit as a part of their plan design)	Determined by the employer. QSEHRA: \$6,450 (self-only); \$13,100 (family) EBHRA: \$2,200
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 cannot also be enrolled in a medical FSA. Can be paired with a limited FSA and/or dependent care FSA.	Medical FSA participation (employee and/or spouse) makes the employee ineligible for HSA contributions. A limited and/or dependent care FSA can be paired 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	Determined by employer 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 \$680).	Yes, based on the plan design.
Beneficiaries	Yes	No	No
Investment capability	Yes	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.	Varies by FSA type. Medical FSA: Eligible medical, dental, vision, and preventive expenses. Limited FSA: Eligible dental, vision, and preventive expenses. Combination FSA: Starts as a limited FSA and may convert to 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	Not applicable (individually owned)	Yes	Yes
Plan document	Required if an employer allows pre-tax payroll contributions	Required	Required
Non-discrimination testing	Not Required	Required	Required

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 (including Medicare Part A-D, Medicare Supplement, ACA-compliant catastrophic health plans, and certain insured student health plans) and qualified 213(d) expenses. Employers may reimburse premiums only or premiums plus some or all 213(d) expenses. Not eligible: Short-term limited-duration insurance (STLDI), self-insured student health plans, and excepted-benefits-only coverage.	QSEHRAs may reimburse Code 213(d) medical expenses incurred during the QSEHRA coverage period, including individual major medical health insurance premiums. They may also 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).
2026 contribution limits	Not applicable	Self-only: \$6,450 Family: \$13,100	Not applicable	\$2,200
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 rules. MEC substantiation may be satisfied by employee attestation. Proof of MEC is required at least annually before any reimbursements.	Pre-tax	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	2026 contribution limits	Taxes — contributions	Taxes — withdrawals	Withdrawal penalties
Traditional 401(k)	Must be employed at a business that offers a 401(k).	\$24,500 for anyone younger than 50, \$32,500 for anyone 50 or older, and \$35,750 for anyone between 60 and 63.	Pre-tax	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. Deduction may be limited if you or your spouse participate in a retirement plan at work and your income exceeds certain levels.	The lesser of: \$7,500 (or \$8,600, for anyone 50 or older) Your taxable compensation for the year.	Tax-deductible 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: \$7,500 (or \$8,600, 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 high-deductible health plan.	\$4,400 self-only; \$8,750 family. Additional \$1,000 for anyone 55 or older.	Tax-deductible (or pre-tax if made by payroll deduction).	Tax-free when used on eligible medical expenses at any age. Taxable as ordinary income after age 65 if used for non-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, eligible employees of public school systems, churches, and Code Section 501(c)(3) tax-exempt organizations qualify.	\$24,500 for anyone younger than 50, \$32,500 for anyone 50 or older, and \$35,750 for anyone between 60 and 63. Employee/employer combined limit: \$72,000	Pre-tax	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, eligible employees of public school systems, churches, and Code Section 501(c)(3) tax-exempt organizations qualify.	\$24,500 for anyone younger than 50, \$32,500 for anyone 50 or older, and \$35,750 for anyone between 60 and 63. Employee/employer combined limit: \$72,000	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 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