

## HSA and VEBA Comparison Chart

	HSA	VEBA
<b>Contribute your own money</b>	Yes 2023 HSA limits: Single \$3,850 / Family \$7,750	No
<b>Annual contribution limits</b>	Max set by IRS	Determined by employer
<b>Use to pay for COBRA if needed</b>	Yes	Yes
<b>Invest the dollars in optional mutual funds</b>	Yes	Yes
<b>Use it to pay eligible medical expenses at any time</b>	Yes	Yes
<b>Pay for dependent qualified medical expenses up to their 26th birthday</b>	Must be a tax dependent	Can use for any medical dependent under age 26
<b>Tax savings</b>	Triple tax-advantaged for contributions, earnings and withdrawals for eligible medical expenses	Triple tax-advantaged for contributions, earnings and withdrawals for eligible medical expenses
<b>Use it in post-employment</b>	Funds can be used to pay COBRA premiums and eligible out of pocket medical expenses	Funds can be used to pay for health insurance premiums post employment as well as eligible medical expenses

