

# FLEXIBLE SPENDING ACCOUNT

## Pre-Tax Savings on Health & Dependent Care Accounts

Flexible Spending Accounts (FSAs) allow you to set aside money on a pre-tax basis to pay for eligible health and dependent care expenses. The IRS “use it or lose it” rules apply. The Health FSA includes a \$550 rollover feature which allows you to rollover up to \$550 of your unused FSA funds into the following plan year. The Dependent Care FSA does not include a rollover feature. For both plans, the IRS requires you to keep copies of all expenses in which your FSA dollars were used.

| FSA Plan Type                                                            | Eligible to Contribute if Enrolled in the:   | Sample Expenses                                                                                                            | Minimum/Maximum Employee Contribution |
|--------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| <b>Limited Health FSA</b>                                                | \$2,800 HDHP or \$4,000 HDHP                 | ONLY eligible for dental and vision expenses, such as contact lenses, eyeglasses, dental surgery/crowns, orthodontia, etc. | \$250/\$2,750                         |
| <b>Dependent Care FSA</b><br>Single OR married filing a joint tax return | Available to all benefits-eligible employees | Daycare, After-School Care, Elder Care                                                                                     | \$250/\$5,000                         |
| Married filing a separate tax return                                     |                                              |                                                                                                                            | \$250/\$2,500                         |

**IMPORTANT TIP!** If you’re enrolled in either HDHP and not contributing the maximum amount allowed by the IRS to your Health Savings Account (HSA), put extra dollars in your HSA instead of the Limited Health FSA. Just like with the FSA, you can use your HSA dollars to pay for eligible dental and vision expenses and you don’t risk losing your funds if you don’t spend them. Your HSA contributions rollover year to year. Please note that an HSA cannot be used for Dependent Care expenses.

You can change your HSA contribution at any time during the year by contacting HR Shared Services or calling 800-303-0408.

