

Flexible Spending Accounts (FSA)

Flexible Spending Accounts (FSAs) let you set aside money on a pre-tax basis to pay for your out-of-pocket health and dependent care costs. There are three types of accounts: the Health Care FSA, the Limited Purpose FSA, and the Dependent Care FSA. You can participate in a flexible spending account even if you are not enrolled in a medical plan. HealthEquity is the administrator of our FSAs.

Health Care FSA

You can use your Health Care FSA to pay for eligible expenses not covered by your medical, dental, and vision insurance plans. Examples of eligible expenses include medical, prescription drug, over-the-counter medicines, dental, and vision copayments and coinsurance; orthodontia expenses; LASIK eye surgery; fertility treatments; and smoking cessation programs.

Limited Purpose Health Care FSA

If you enroll in a CDHP Plan, you are NOT eligible for a Health Care FSA, but you ARE able to enroll in the Limited Purpose Health Care FSA. Reimbursements from a Limited Purpose Healthcare FSA are limited to qualifying dental and vision expenses for you, your spouse, and your eligible dependents.

Dependent Care FSA

The Dependent Care FSA allows you to pay for your dependents' daycare while you are at work or school. If you have dependent children under the age of 13 or dependents of any age who are unable to care for themselves, you can enroll in this plan and choose the amount you want to put aside for daycare. These services must be necessary for you and your spouse to work to be eligible for reimbursement.

Some examples of eligible Dependent Care Expenses include babysitters,* after school care, daycare centers, nursery schools, summer day camps, and elder care. If you are electing to participate in the Dependent Care Flexible Spending Account Plan, be sure to keep record of the name of your daycare provider and tax identification number (or SSN) for your personal tax purposes.

**Important Note: The babysitter must claim their wages for tax purposes. If they are not claiming their wages, you will not be reimbursed for these expenses.*

Annual Limits

- Health Care FSA: \$3,330
- Limited Purpose FSA: \$3,330
- Dependent Care FSA: \$5,000 (\$2,500 if married filing separately)

Roll Over and Use It or Lose It

When you elect an FSA for 2025 funds in your account must be used for expenses made January 1 through December 31 of the plan year.

- **Health Care and Limited Purpose FSA:** If you have \$660 or less left at the end of 2025, you can roll over those funds to the 2025 plan year.
- **Dependent Care FSA:** Any funds remaining in your 2024 FSA will be forfeited.

IMPORTANT: Your 2024 claims must be received by Health Equity before the end of the 90-day run-out after the Plan Year ends.

Additional FSA Options

TRANSIT BENEFIT

You have the choice to purchase passes or vouchers to cover the cost of traveling to and from work. You can set aside up to \$325 per month. Eligible expenses include mass transit costs, such as:

- Bus and commuter highway vehicles
- Mass transit vehicles
- Metro and transit pass, token fare, voucher or similar items for transportation—this includes transportation via bus, train, subway and/or ferry

PARKING BENEFIT

Use funds to pay for work-related parking expenses. You can set aside up to \$325 per month. Eligible expenses include:

- Parking expenses at or near your worksite
- Parking expenses at a location where you commute to work, either by mass transit, qualifying commercial or noncommercial highway vehicle, or car pool
- Vendor parking, including lots and garages

Transit and Parking expenses can be submitted through www.myhealthequity.com.