

FLEXIBLE SPENDING ACCOUNT (FSA)

A flexible spending account (FSA) allows you to set aside pre-tax dollars from your paycheck to cover qualified expenses you would normally pay out of your pocket. We will be offering two types of FSA programs through the same administrator, Navia.

Healthcare FSA

The healthcare FSA helps you pay for certain IRS-approved medical care expenses not covered by your insurance plan with pre-tax dollars. The maximum contribution to the healthcare FSA is \$2,750 per plan year.

Funds you elect to contribute to the healthcare FSA are available in full on the first day of the plan year. For example, if you elect to contribute \$1,000, the full election is available to you on day one. You'll continue to pay for the election pre-tax from your paycheck throughout the plan year.

You can carryover up to \$550 of your remaining 2021 funds and it will be added to your 2022 election. You can still contribute up to \$2,750 for FSA medical for 2022. This means your total available funds could be as much as \$3,250.

Dependent Care FSA

The dependent care FSA lets you set aside pre-tax dollars to use toward qualified dependent care. The maximum amount you may contribute to the dependent care FSA is \$5,000 (or \$2,500 if married and filing separately) per plan year. Funds you contribute to the dependent care FSA function like a debit card; you need to accumulate the funds before you can use them.

Use It or Lose It

Careful consideration should be given to your FSA contribution amounts for the plan year. At the end of the year or grace period, you lose any money left over in your FSA.

Eligible Expenses

- ▶ Healthcare FSA
- ▶ Doctor's visit copays
- ▶ Prescription drug copays
- ▶ Medical and dental deductibles
- ▶ Over-the-counter medications (with a written prescription)
- ▶ Hearing aids
- ▶ Eyeglasses

Dependent Care FSA

- ▶ Cost of child or adult daycare*
- ▶ Nursery school
- ▶ Preschool (excluding kindergarten)

* An eligible dependent is a tax dependent child under age 13 or a tax dependent spouse, parent, or child unable to care for themselves.