

# FLEXIBLE SPENDING ACCOUNTS (FSA)

Administered by HealthEquity



Flexible Spending Accounts, or FSAs, provide you with an important tax advantage that can help you pay for health care and dependent care expenses on a pre-tax basis. By anticipating your family's health care and dependent care costs for the next plan year, you can lower your taxable income.

## HEALTHCARE FSA

The Healthcare FSA allows you to set aside pre-tax dollars via payroll deductions to pay for qualified healthcare expenses for you and your dependents. The annual maximum amount you may contribute is **\$3,400** per calendar year. Examples of eligible Healthcare FSA expenses include:

- Copays and coinsurance
- Non-cosmetic dental procedures
- Prescription eyewear and LASIK/PRK

## GRACE PERIOD

The Flexible Spending Account Grace Period allows you to incur claims until March 15, 2027. This means the funds remaining in your account at the end of 2026 will be available to use until March 15, 2027. You have until March 31, 2027 to submit claims for reimbursement of eligible expenses.

## DEPENDENT CARE FSA

The Dependent Care FSA lets you use pre-tax dollars toward qualified dependent care expenses. The annual maximum amount you may contribute is **\$7,500** (or **\$3,750** if married and filing separately) per calendar year. Examples of eligible Dependent Care FSA expenses include:

- Au Pair
- After school programs
- Baby-sitting/dependent care to allow you to work or actively seek employment
- Day camps and preschool
- Adult/eldercare for adult dependents

**Please Note:** You must submit claims for reimbursement within 90 days of the end of the plan year or the date your participation ends