





Flexible Spending Accounts (FSA)

- Reduces your tax liability
- **Must re-enroll every Open Enrollment!**
- **Health Care FSA** allows you to set aside pre-tax dollars to pay for eligible health care expenses not covered by insurance or reimbursed by any other source for qualified health expenses
 - General Purpose FSA
 - Limited Purpose FSA is elected in conjunction with a High Deductible Health Plan and Health Savings Account (HSA), and may be used for dental and vision expenses only
- **Dependent Care FSA** allows you to set aside pre-tax dollars to pay for eligible day care expenses for children up to the age of 13, disabled children over the age of 13, and elder care



Health Care Flexible Spending Accounts (HCFSA)

- Maximum deduction of \$2,650 per calendar year per IRS 
- Grace Period
 - Incur expenses by 9/15/2019 and file claims by 9/30/2019
- 100% of annual election available immediately
- Funds may be used by Debit Card issued by Health Equity or by reimbursement check or direct deposit (\$2 fee for paper check reimbursement)
- Examples of some ineligible Health Care Expenses are:
 - Rogaine, teeth bleaching, cosmetic surgery, tanning salon, and health club memberships
 - Dietary supplements, vitamins, not prescribed over-the-counter medication and personal use items
 - For a complete list visit www.healthequity.com



Dependent Care Flexible Spending Accounts (DCFSA)

- Maximum deduction of \$5,000 per calendar year per
- Funds not used by June 30th will be forfeited
- No Grace Period provision
- Funds are available as contributed
- Funds may be used reimbursement check or direct deposit (\$2 fee for paper check reimbursement)
- Examples of some ineligible Dependent Care Expenses are:
 - School expenses for children in kindergarten or older, overnight camping, nighttime babysitting, daycare expenses during extended leave of absence, dependent providing childcare, expenses paid to your child under the age of 19 (even if child is not your dependent)
 - For a complete list visit www.healthequity.com