

FLEXIBLE SPENDING ACCOUNTS

The Company Medical offers 3 pre-tax Flexible Spending Account (FSA) options:

Medical/Healthcare FSA – reimbursement of eligible out-of-pocket health care expenses for you and your eligible dependents

Limited Purpose FSA – dental and vision expenses only

Dependent Care FSA – reimbursement of qualifying childcare

New for this year! Increased carryover!

Carryover on the Healthcare FSA and Limited Purpose FSA has increased to \$550 for 2020!

Medical/Healthcare FSA – Pre-tax benefit account used to pay for eligible medical, dental, and vision care expenses.

- Medical and prescription copays, coinsurance and deductibles
- Glasses, contacts, and vision correction surgery
- Dental expenses and orthodontia payments
- Maximum annual contribution is **\$2,750**
- It is up to you to coordinate your FSA with your spouse's FSA plan

Limited Purpose FSA – This unique option is available for eligible dental and vision expenses, even if you are enrolled in a HDHP with an HSA.

- Funds may be spent on dental and vision expenses for you and your dependents
- Medical and pharmacy expenses are not eligible
- May still participate even if enrolling in an HSA
- Maximum annual contribution of **\$2,750**

Dependent Care FSA – Pre-tax benefit account used to pay for dependent care services

- Preschool, summer day camp, before and after school programs, daycare
- Maximum annual contribution is **\$5,000**
- Can only be reimbursed for what is in account at any given time