



# The Benefit that Saves You Money

[www.FSAFEDS.com](http://www.FSAFEDS.com)





# Save on eligible health care expenses with an FSAFEDS Flexible Spending Account.

## What is a Flexible Spending Account (FSA)?

An FSA allows you to set aside tax-free funds to use on eligible health care or dependent care expenses throughout the year. It's like saving 30% on your health care expenses<sup>1</sup>!

## How does it work?

You decide your annual election amount during Open Season enrollment. Contributions are deducted automatically from your paycheck throughout the year, tax free!

## When can I enroll?

- Active Federal Employees enroll during Open Season (November 11, 2019 - December 9, 2019). **Participants must re-enroll each year in order to continue utilizing the FSAFEDS program.**
- New employees may enroll up to 60 days from their hire date, but before October 1 or wait until Open Season.
- Employees experiencing a qualifying life event, like marriage or the birth of a baby, have 60 days from the date of the event to enroll in the FSAFEDS program. This must be done before October 1, or wait until Open Season.

Open Season is November 11, 2019 - December 9, 2019.  
Enroll online at [www.FSAFEDS.com](http://www.FSAFEDS.com)

<sup>1</sup> Assumes a combined tax rate of 30% including FICA, state and federal income taxes. Actual amounts may vary.

<sup>2</sup> For employees enrolling during Federal Benefits Open Season, funds will become available on January 1, the first day of the benefit period. This date will differ for those enrolling through New Hire enrollment or Qualifying Life Event enrollment.



# Choose which FSA is right for you.



## Health Care FSA (HCFSA)

### “I’d like to save money on my health care expenses”

The HCFSA covers your family’s eligible medical, dental and vision expenses that are not paid or reimbursed by your insurance plan.

The maximum HCFSA election is **\$2,750**.

Carry over up to **\$500** into the next plan year, as long as you continue to re-enroll in FSAFEDS.

#### Typical HCFSA Expenses:

- Doctor visits
- Prescription drugs
- Surgery
- Massage Therapy
- Glasses / Contacts
- Copays



## Dependent Care FSA (DCFSA)

### “I have a child under 13 years old”

### “I care for an adult dependent”

The DCFSA covers eligible daycare expenses for your children under 13 or elder dependents, so you can take care of your loved ones while you work.

The maximum DCFSA election is **\$5,000** per household.

DCFSA offers a Grace Period allowing you to submit claims for expenses incurred from January 1, 2020 – March 15, 2021.

FSAFEDS participants may enroll in both the DCFSA and HCFSA!

#### Typical DCFSA Expenses:

- Child daycare
- Adult daycare
- Pre-school
- Summer day camp
- Nanny services
- After-school care



## Limited Expense Health Care FSA (LEX HCFSA)

### “I’m enrolled in a Health Savings Account (HSA)”

For those enrolled in an HSA-qualified high-deductible health plan, the LEX HCFSA reimburses eligible dental and vision expenses that are not paid or reimbursed by an insurance plan.

The maximum HCFSA election is **\$2,750**.

Carry over up to **\$500** into the next plan year, as long as you continue to re-enroll in FSAFEDS.

#### Typical LEX HCFSA Expenses:

- Dental checkups
- X-Rays
- Cleanings
- Vision exams
- Eyeglasses
- Contacts



## Important Information

### Current Participants Must Re-Enroll

You MUST re-enroll each year to continue participation. Enrollments DO NOT carry forward from year to year.

### \$500 Carryover for HCFSA and LEX HCFSA

The maximum dollar amount of unspent funds from one year that you can carry into the following year is \$500. This applies ONLY to HCFSA and LEX HCFSA and requires that you re-enroll in either account that following year.

### Dependent Care Grace Period

The grace period applies ONLY to DCFSA and is the additional 2 1/2 months from January 1, 2021 to March 15, 2021 which you can incur eligible DCFSA expenses that can be reimbursed from any remaining 2020 balance.

### Use or Lose

You forfeit (lose) any amount above the carry over threshold (\$500) in your HCFSA or LEX HCFSA for which a claim is not incurred by December 31, 2020 and submitted no later than April 30, 2021. You forfeit any unused balance in a DCFSA for which a claim is not incurred by March 15, 2021 and submitted no later than April 30, 2021.

### Over-the-Counter

Over-the-counter drugs and medicine (except insulin) are only eligible for reimbursement when prescribed by a physician.

### New Employees

You have 60 days from your hire date to enroll, but you must enroll before October 1 or wait until the Federal Benefits Open Season.



# Federal Benefits Open Season

November 11, 2019 through December 9, 2019

[www.FSAFEDS.com](http://www.FSAFEDS.com)

Toll-Free Phone: 877-FSAFEDS (372-3337)

TTY (Hearing Impaired Line): 866-353-8058

International: +1 650-577-5294

The information presented in this brochure is not all-inclusive, nor a guarantee of eligibility or payment. Eligibility will be determined by the applicable provisions of the plan, based on Internal Revenue Service regulations for FSA programs.

The term "savings" herein refers only to tax savings and actual savings are dependent on individual tax rates. No part of this document constitutes tax, financial or legal advice. Please consult your advisor regarding your personal situation and whether this is the right program for you.