

Flexible Spending Accounts (FSA)

Administered by HealthEquity

Flexible spending accounts, or FSAs, provide you with an important tax advantage that can help you pay 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. For 2026, the annual maximum amount you may contribute is \$3,400.

The Healthcare FSA can be used for:

- Doctor office copays
- Non-cosmetic dental procedures (crowns, dentures, orthodontics)
- Prescription contact lenses, glasses, and sunglasses
- LASIK eye surgery

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.

The Dependent Care FSA can be used for:

- The cost of child or adult dependent care
- The cost for an individual to provide care either in or out of your house
- Nursery schools and preschools (excluding kindergarten)

Use-it or Lose-it

Keep in mind, FSAs are “use-it-or-lose-it” accounts. You will forfeit any unused amount remaining in the account at the end of the plan year.

Additionally, you have 90 days from the end of the plan year (until March 31, 2026) to submit any claims that you incurred anytime during 2025 but had not submitted for reimbursement.

After this run-out period, any remaining balances from the prior year are forfeited.

Managing your FSA

When you enroll in a Health Care FSA, HealthEquity will send you a debit card, which you can use to pay for eligible expenses.

Depending on the transaction, you may need to submit receipts or other documentation to HealthEquity. You can review claims and manage your accounts online at www.healthequity.com or by using HealthEquity's robust EZ Receipts mobile app. Download it on the Apple App Store or Google Play.

What's an eligible expense?

Healthcare FSA: Plan deductibles, copays, coinsurance, and other healthcare expenses. To learn more, see IRS Publication 502 at www.irs.gov.

For more information...

To Contact HealthEquity, call **877-924-3967** or email memberservices@healthequity.com.