

Flexible Spending Accounts (FSA)

CLARITY BENEFIT SOLUTIONS

What is an FSA?

An FSA is an easy and convenient way to get more out of your paycheck. It allows you to set aside a predetermined amount of your pre-tax dollars to cover certain out-of-pocket expenses as they occur throughout the plan year. As per IRS regulations, any Flexible Spending Account contributions must be used within the plan year. Excess contributions may not be reimbursed. Three types of accounts are available—Health Care FSA, Dependent Care FSA and Commuter Benefits.

Health Care FSA

A Health Care FSA can reimburse you for eligible medical, prescription drug, dental, and vision expenses, up to the amount you contribute for the year. Your Health Care FSA allows you to pay for plan deductibles, copays, and coinsurance expenses with pre-tax dollars.

Since this is a six (6) month plan year, the annual maximum contribution to the Health Care FSA will be set on a prorated basis to \$1,650 through June 30, 2025. You can carry over up to **\$640** from your 2024 balance into 2025 (these funds do not count towards your 2025 contribution maximum). You have until March 31, 2025 to use your 2024 funds before you forfeit them.

Remember, FSA funds are **USE-IT-OR-LOSE-IT!** This means any unused balances will be forfeited and cannot be returned to you.

Dependent Care FSA

A Dependent Care FSA lets you use pre-tax dollars toward qualified dependent care (for expenses related to children, it is for those under age 13). The annual household maximum amount you may contribute **through June 30, 2025 is \$2,500.** If you elect to contribute to the Dependent Care FSA, you may be reimbursed for:

- Nursery school/preschool
- After-school care
- Summer day camps
- Elderly day care center

Have Questions?

For any questions on your FSA's, contact Clarity Benefit Solutions at **888.423.6359** or visit **www.claritybenefitsolutions.com**.

