

# flexible spending accounts (FSAs)



Tax-advantaged FSAs are a great way to save money. The money you contribute to these accounts comes out of your paycheck without being taxed, and you withdraw it tax-free when you pay for eligible healthcare and dependent care expenses.

Our benefits package offers the following FSAs:

## Healthcare FSA

- Pay for eligible healthcare expenses, such as plan deductibles, copays, and coinsurance.
- Contribute up to \$3,200\*, or \$6,400\* if you are married and filing separate tax returns.

## Dependent Care FSA

- Pay for eligible dependent care expenses, such as day care for a child so you and/or your spouse/domestic partner can work, look for work, or attend school full time. Elder care may be eligible for reimbursement as well.
- Contribute up to \$5,000\* in 2025, or \$2,500\* if you are married and filing separate tax returns.

## Estimate Carefully

Keep in mind, FSAs are “use-it-or-lose-it” accounts. It is important that you use your funds by March 15, 2025, and file your claims by March 31, 2025, or your funds will be forfeited.

## Managing your FSA(s)

When you enroll in an FSA, you will receive 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 NueSynergy.

## HSA vs. Healthcare FSA: What’s the difference?

	HSA	FSA
Available if you enroll in a...	Base or Buy-Down	Any Medical Plan*
Eligible for company contributions	Yes	No
Change your contribution amount anytime	Yes	No
Access your entire annual contribution amount from the beginning of the plan year	No	Yes
Access only funds that have been deposited	Yes	No
“Use it or lose it” at year-end	No	Yes
Money is always yours to keep	Yes	No

*\*Note: If you enroll in the Base or Buy-Down HDHP **and** have an HSA, you are not eligible to open a Healthcare FSA.*

## What’s an eligible expense?

- **Healthcare FSA** – Plan deductibles, copays, coinsurance, and other healthcare expenses for you and your family. To learn more, see IRS Publication 502 at [www.irs.gov](http://www.irs.gov).
- **Dependent Care FSA** – Child daycare, babysitters, elder care, and related expenses. To learn more, see IRS Publication 503 at [www.irs.gov](http://www.irs.gov).

### For employees who continue to have HRA funds in their NueSynergy account:

Your HRA funds are still available to you; however, if you participate in the Health Savings Account, you will only be able to use the HRA for limited purpose such as dental and vision expenses. You will not be able to use HRA dollars for medical plan expenses. Please remember that you have 90 days after the end of the calendar year to request reimbursements for the previous year medical expenses.