



Your Employer is offering three great Plans to you this upcoming Plan Year: Flexible Spending Account (FSA), Limited Purpose Flexible Spending Account (LPFSA) and Health Savings Account (HSA). All three Plans allow you to make tax-free contributions out of each paycheck to help pay for eligible expenses. During enrollment, you choose the Plan and how much you would like to contribute over the Plan Year. **Depending on your income, enrolling in a Plan can save you between 10% and 37%!**

## Can I Enroll in Multiple Plans?

Yes, you can! However, you may not enroll in the HSA and the Medical FSA in the same Plan Year or the Medical FSA and Limited Purpose FSA in the same Plan Year.

## Health Savings Account (HSA)

The HSA is offered to those who enroll in your Employer's High Deductible Health Insurance Plan. The HSA is a savings account that you own and can take with you, regardless of your employment. You can use these funds for current expenses or save for expenses in retirement. You can even invest your HSA funds after your account reaches \$2,000!

### Eligible Expenses

The HSA covers medical expenses such as co-pays and prescriptions, dental expenses such as braces, and vision expenses like glasses.

### Eligibility

You must be covered by your Employer's High Deductible Insurance Plan, have no other health coverage (including Medicare), and aren't a dependent. Additionally, neither you nor your spouse may be enrolled in a Medical FSA.

## Flexible Spending Account (FSA)

You may enroll in the Medical and/or Dependent Care FSA to help save on eligible expenses. Unlike the HSA, contributions must be spent within the Plan Year and are forfeited upon employment termination.

### Eligible Expenses

The Medical FSA covers medical expenses such as co-pays and prescriptions, dental expenses such as braces, and vision expenses like glasses. The Dependent Care FSA covers dependent care expenses while you are at work.

### Eligibility

Generally, you are eligible if you are offered Group Health Insurance. Please note that Medical FSA enrollment may impact your spouse's HSA eligibility.

## Limited Purpose Flexible Spending Account (LPFSA)

If you were enrolled in a Medical FSA in the prior Plan Year and enroll in an HSA this year, any amount carried over will be put into an LPFSA to ensure HSA eligibility. The LPFSA only covers dental and vision expenses. Additionally, if you are enrolled in the HSA, you can also enroll in the LPFSA to maximize savings.