

We're **all** invested in your employee benefits



Flexible Spending Accounts help your dollars go further

You have three Flexible Spending Account options for tax-free reimbursement.

If you have tax-free dollars currently set aside in either a Health Care or Limited Purpose FSA for 2023, you may roll over up to \$610 of your 2023 contribution into an FSA for 2024; any other unused contributions will be forfeited at the end of the year.

View the detailed descriptions below and chart on the following page to learn more:

- 1. Health Care FSA:** This account is used to pay for deductibles, copayments and coinsurance related to health, dental and vision expenses. Choose to set aside \$100–\$3,050 annually.
- 2. Limited Purpose FSA:** This account is ONLY for those who enroll in a high-deductible Allina Health medical plan that features a Health Savings Account, such as the Select and Basic Health Savings plans. This account reimburses you for eligible dental and vision expenses. Choose to set aside \$100–\$3,050 annually.
- 3. Dependent Care FSA:** This account reimburses you for eligible out-of-pocket dependent care (day care) expenses for eligible dependents under age 13, or your tax dependents of any age who are mentally or physically handicapped and incapable of self-care. Choose to set aside \$100–\$5,000 annually. However, if you're married and file taxes separately, you may only contribute \$2,500 toward this account.

Allina Health

Comparison of Flexible Spending Accounts

	Health Care Flexible Spending Account	Limited Purpose Flexible Spending Account	Dependent Care Flexible Spending Account
Account ownership	Employer (held in employee's name)	Employer (held in employee's name)	Employer (held in employee's name)
Expenses covered	Medical, dental, vision, prescription and many over-the-counter expenses <i>Reference: IRC § 213(d)</i>	Dental and vision expenses <i>Reference: IRC § 213(d)</i>	Caregiver costs for dependent care expenses while at work <i>Reference: IRC § 129</i>
Yearly Contribution limits	2024: \$3,050 per plan year. The limit is per person.	2024: \$3,050 per plan year. The limit is per person.	2024: \$5,000 per calendar year if single or married filing jointly, \$2,500 if married filing separately
Portability	No	No	No
"Use it or Lose it"	Yes	Yes	Yes
Rollover	\$610 rollover allowed if FSA elected in the following plan year	\$610 rollover allowed if FSA elected in the following plan year	None
Funds availability	Full annual election available on first day of coverage	Full annual election available on first day of coverage	As deposits are credited
Claims substantiation / adjudication	Required per IRS guidelines	Required per IRS guidelines	Required per IRS guidelines
Debit card usage	Yes	Yes	No
Usage for ineligible expenses	Not allowed	Not allowed	Not allowed
Contact Optum Financial for FSA support	844-400-5723 (24 hours a day, 7 days a week) myoptumfinancial.com/allinahealth Optum Financial mobile app		