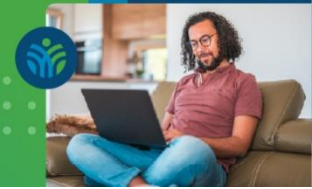


Get ready to enroll in your employee benefits



Flexible Spending Accounts (FSAs) help your dollars go further

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

If you have funds currently set aside in a Health Care or Limited Purpose FSA for 2025, you may roll over up to \$660 of your 2025 contributions to next year if you re-elect the FSA for 2026. Any other unused contributions will be forfeited at the end of the year.

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

To learn about the eligible expenses for each account type, go to: my.optum.com/allinahealth

- 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–\$3,400 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, including the Premier Health Savings Plan and the Select Health Savings Plan. This account reimburses you for eligible dental and vision expenses only. Choose to set aside \$100–\$3,400 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.

Note: The Internal Revenue Code (IRC) Section 129 requires that Dependent Care Flexible Spending Accounts (DCFSA) pass nondiscrimination tests each year. These tests ensure that the benefits available under the DCFSA do not disproportionately favor highly compensated employees. An employee with an annual salary that exceeds \$160,000 (for 2025, as indexed) is considered a highly compensated employee. To comply with these rules:

- Highly compensated employees may contribute up to \$5,000 per year
- Non-highly compensated employees may contribute up to \$7,500 per year.

Allina Health will perform nondiscrimination testing during the calendar year. Depending on the results of the testing, Allina Health may need to take corrective action. This may include stopping or reducing highly compensated employee contributions mid-year or applying imputed income to a highly compensated employee's W-2 at year end.

Allina Health Flexible Spending Accounts (FSA) Comparison

Account type	Health Care FSA	Limited Purpose FSA	Dependent Care FSA*
Eligible medical plans	Allina First Plan Allina Elevate Plan	Premier Health Savings Plan Select Health Savings Plan	N/A
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>
2026 Contribution limits	\$3,400 per plan year. Limit is per person.	\$3,400 per plan year. Limit is per person.	<ul style="list-style-type: none"> Highly compensated employees may contribute up to \$5,000 per year. Non-highly compensated employees may contribute up to \$7,500 per year.
"Use it or Lose it"	Yes	Yes	Yes
Rollover Limit	Must elect the FSA in the following plan year to use rollover. \$660 from 2025 to 2026	Must elect the FSA in the following plan year to use rollover. \$660 from 2025 to 2026	None
Funds availability	Full annual election available on first day of coverage	Full annual election available on first day of coverage	As paycheck contributions are made
Claims substantiation / adjudication	Required per IRS guidelines	Required per IRS guidelines	Required per IRS guidelines
Debit card provided	Yes	Yes	No
Usage for ineligible expenses	Not allowed	Not allowed	Not allowed
Portability	No, but eligible for COBRA continuation	No, but eligible for COBRA continuation	No, but can incur expenses through the end of the calendar year
Optum Financial for FSA support	844-400-5723 (24 hours a day, 7 days a week) my.optum.com/allinahealth.html Optum Financial mobile app		

*The Internal Revenue Code (IRC) Section 129 requires that Dependent Care Flexible Spending Accounts (DCFSA) pass nondiscrimination tests each year. These tests ensure that the benefits available under the DCFSA do not disproportionately favor highly compensated employees (HCEs). An employee with an annual salary that exceeds \$160,000 (for 2025, as indexed) is considered an HCE. Allina Health will perform nondiscrimination testing during the calendar year. Depending on the results of the testing, Allina Health may need to take corrective action. This may include stopping or reducing HCE contributions mid-year or applying imputed income to an HCE's W-2 at year end.