



FSAFEDS Program Information

Knowledge is Power

FSAFEDS Program Overview

The Federal Flexible Spending Account Program (FSAFEDS) is sponsored by the U.S. Office of Personnel Management and administered by HealthEquity, Inc.

What expenses are you planning for?

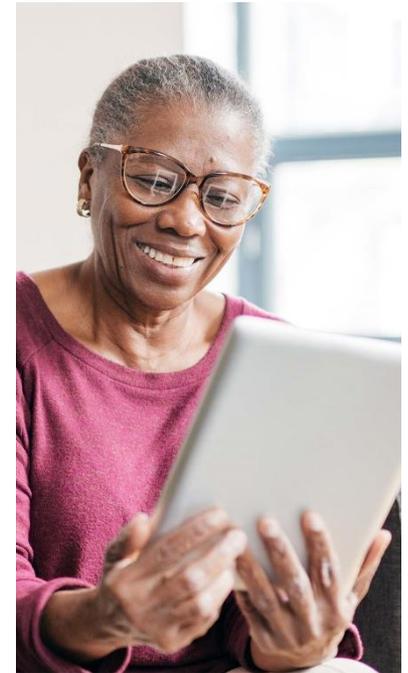


What is a Flexible Spending Account (FSA)?

- Tax-favored program offered by employers that allows their employees to pay for out-of-pocket health care and dependent care expenses with pre-tax dollars.
- An account where you contribute money from your salary BEFORE taxes are withheld.
- A way to save money on Day Care and Health Care services and items for you and your family.
- A benefit for Federal employees. By law, retirees and survivor annuitants are not eligible.

What are the benefits of an FSA?

- Save up to 30%¹ by using tax-free money to cover eligible health care and/or dependent care expenses that you are currently paying for out of pocket.
- Your contributions to FSAFEDS are deducted from your salary before taxes.
- Health Care FSA (HCFSA) and Limited Expense Health Care FSA participants can carry over up to \$550 in their account from one plan year to the next – virtually no risk of losing money if you re-enroll the next year.



1. Assumes a combined tax rate of 30%, including FICA, state and federal income taxes. Actual amounts may vary.

Who is eligible?

- If you are an active employee of an Executive Branch agency, or an agency, commission or other federal entity that has adopted the Federal Flexible Spending Account Program (FSAFEDS), you are most likely eligible to enroll for at least one of our FSAs:
 - Health Care FSA – Must be FEHB eligible but do not have to be enrolled in an FEHB plan.
 - Dependent Care FSA – Cannot be an intermittent or “when actually employed” (WAE) employee who is expected to work less than 6 months in a calendar year.
 - Limited Expense FSA – For those employees who have an HSA-qualified high-deductible health plan (HDHP).

What type of FSAFEDS account do I need?

- The types of products or services that are FSA-eligible depend on the type of FSA you have – just choose the FSAs that are right for you and your family:
 - Health Care FSA (HCFSA) – covers eligible medical, dental and vision expenses that are not paid or reimbursed by your health, dental or vision care plan.
 - Limited Expense Health Care FSA (LEX HCFSA) – compatible with a Health Savings Account and reimburses eligible dental and vision expenses.
 - Dependent Care FSA (DCFSA) – eligible childcare or adult dependent care expenses that are necessary to allow you or your spouse to work, attend school full-time or look for work.

How does the FSAFEDS program work?

1. Decide how much to contribute to your account by estimating your out-of-pocket medical, dental and vision expenses for the following year.
2. Enroll in a Health Care, Limited Expense Health Care or Dependent Care FSA.
3. Incur eligible expenses during the plan year.
4. Submit your claims online or through FSAFEDS app – can also fax/mail OR select Paperless Reimbursement and have claims automatically sent to us from your FEHB and/or FEDVIP carrier.
5. Reimbursements are made via Electronic Funds Transfer (EFT) to a designated checking or savings account.



How do I receive reimbursement?

- For Health Care FSA and LEX HCFSA, if you are enrolled in a FEHB and/or FEDVIP plan that automatically sends eligible medical, dental and vision expenses to FSAFEDS, you have the option of choosing how to be reimbursed for these claims:
 - Auto Reimbursement – Automatically reimbursed for eligible out-of-pocket HCFSA expenses based on the claim information received from your plan.
 - Pick and Process – Claims received from participating FEHB or FEDVIP plans are loaded into your account. Simply select which expenses you want processed for reimbursement and when to process them.
- You can always submit your eligible out-of-pocket HCFSA, LEX HCFSA or Dependent Care FSA (DCFSA) expenses online, through the FSAFEDS app, fax or mail.

FSAFEDS Eligible Expenses

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Which accounts might you consider?

Health Care FSA
(HCFSA)

“I’d like to save money on my health care expenses”

Dependent Care FSA
(DCFSA)

“I have a child under 13 years old”
“I care for an adult dependent”

Limited Expense Health Care FSA
(LEX HCFSA)

“I am or will be enrolled or covered by a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA)”

Health Care FSA (HCFSA)

- 2021 contribution limits
 - Minimum election is \$100
 - Maximum election is \$2,750



You can save \$825¹ a year

1. Assumes a combined tax rate of 30%, including FICA, state and federal income taxes. Actual amounts may vary.

Typical HCFSA expenses



- Copays and deductibles
- Over-the-counter medicines such as ibuprofen, cough medicines, and aspirin no longer require a prescription
- Menstrual care products
- Doctor visits
- Surgery
- Physical therapy
- Prescription drugs
- Dental cleanings and braces

Limited Expense Health Care FSA (LEX HCFSA)

- 2021 contribution limits
 - Minimum election is \$100
 - Maximum election is \$2,750



You can save \$825¹ a year

1. Assumes a combined tax rate of 30%, including FICA, state and federal income taxes. Actual amounts may vary.

Typical LEX HCFSA expenses



- Dental checkups
- Crowns
- Orthodontia
- Vision exams
- Dental cleanings and X-rays
- Braces
- Corrective vision surgery
- Eyeglasses
- Prescription sunglasses

Dependent Care FSA (DCFSA)

- 2021 contribution limits
 - Minimum election is \$100
 - Maximum election is \$5,000 per household (\$2,500 if married filing separately)



You can save \$1,500¹ a year

1. Assumes a combined tax rate of 30%, including FICA, state and federal income taxes. Actual amounts may vary.

Typical DCFSA expenses



- Care for children under age 13, such as:
 - Private sitters
 - Pre-school
 - Nanny or au pair
 - Before and after-school care
 - Summer day camp
- Care for your adult disabled child or relative who is physically or mentally incapable of self-care and lives in your home

Important Dates and Information

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When can I enroll in FSAFEDS?

- The timing of your enrollment depends on your situation:
 - Active Federal employees can enroll during Open Season – must re-enroll each year.
 - New employees may enroll up to 60 days from their hire date, but before October 1, or else they have to wait for Open Season.
 - Employees experiencing a qualifying life event, like marriage or the birth of a baby, have 30 days before and 60 days after the date of the event to enroll in the FSAFEDS Program. This must be done before October 1 or you may wait for Open Season.

FSAFEDS important information

- Must enroll each Open Season to participate in the following Benefit Period.
- FSAFEDS Benefit Period for Health Care FSA (HCFSA) and Limited Expense Health Care is January 1 to December 31 of the current year – however, you can carry over up to \$550 in your account from one plan year to the next if you re-enroll.
- FSAFEDS Benefit Period for Dependent Care FSA is January 1 to March 15 of the following year -14 ½ months to incur eligible expenses but has no carry over.
- All claims must be filed by April 30.

Important dates

Key Dates	Milestone
November 9 - December 14, 2020	Federal Benefits Open Season for 2021 enrollments
January 1, 2021	2021 benefit period begins
December 31, 2020	Last day to incur expenses using your 2020 HCFSA or LEX HCFSA
March 15, 2021	Last day to incur expenses using your 2020 DCFSA
April 30, 2021	Last day to submit all claims for the 2020 benefit period
September 30, 2021	Last day to submit a qualifying life event for changes that result in an increase (or decrease) of your annual election
Within 60 days from the date of hire, prior to October 1	Last day to enroll as a new hire

Contact Information

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FSAFEDS contact information

- Employees can access the web site www.FSAFEDS.com for additional information on the program.
- Benefits Counselors are available Monday through Friday 9:00 a.m. to 9:00 p.m. Eastern Time, excluding holidays, to answer any questions.
 - 1-877-FSAFEDS (372-3337)
 - TTY 1-866-353-8058

