

Flexible Spending Accounts (FSA)

THE DIFFERENCE CARD

What is an FSA?

An FSA is an easy and convenient way to get more out of your paycheck. It allows you to set aside a predetermined amount of your pre-tax dollars to cover certain out-of-pocket expenses as they occur throughout the plan year. As per IRS regulations, any Flexible Spending Account contributions must be used within the plan year. Excess contributions may not be reimbursed. Three types of accounts are available—Health Care FSA, Dependent Care FSA and Commuter Benefits.

Health Care FSA

The Healthcare FSA allows you to set aside pre-tax dollars via payroll deductions to pay for qualified healthcare expenses for you and your dependents.

For 2025, the annual maximum amount you may contribute is **\$3,300**. The Healthcare FSA can be used for:

- Doctor office copays
- Non-cosmetic dental procedures (crowns, dentures, orthodontics)
- Prescription contact lenses, glasses, and sunglasses
- LASIK eye surgery

You can rollover up to **\$320** from your January—June 2025 balance (these funds do not count towards your 2025-2026 contribution maximum). You have until September 30, 2025 to use the rollover funds before you forfeit them.

Remember, FSA funds are **USE-IT-OR-LOSE-IT!** This means any unused balances will be forfeited and cannot be returned to you.

Dependent Care FSA

The Dependent Care FSA lets you use pre-tax dollars toward qualified dependent care expenses. The maximum amount you may contribute is **\$5,000** (or \$2,500 if married and filing separately).

The Dependent Care FSA can be used for:

- Nursery school/preschool
- After-school care
- Summer day camps
- Elderly day care center

Have Questions?

For any questions on your FSA's contact The Difference Card at **888.343.2110** or visit **www.differencecard.com** to login and chat with a representative.

