

New at Revolution for 2023: Flexible Spending Accounts (FSA)

Tax-advantaged FSAs are a great way to save money. The money you contribute to these accounts comes out of your paycheck without being taxed, and you withdraw it tax-free when you pay for eligible health care and dependent care expenses.

Health Care FSA (HCFSA)

You can contribute up to \$3,050 for IRS-qualified healthcare expenses with pre-tax dollars, which will reduce the amount of your taxable income and increase your take-home pay.

Eligible Expenses

- Doctors' office visits
- Copays
- Coinsurance
- Prescriptions
- Dental services
- Contact lenses & glasses
- Lasik
- Over-the-counter drugs

Please note: Over-the-counter (OTC) drugs are now eligible for reimbursement through an FSA without a doctor's prescription.

General rules and restrictions

In exchange for the tax advantages that FSAs offer, the IRS has imposed the following rules and restrictions for both Health Care and Dependent Care FSAs:

- FSAs follow our plan year (January to December), and your expenses must be incurred during the 2023 plan year.
- Your dollars cannot be transferred from one FSA to another.
- Up to \$610 will be rolled over automatically at the end of 2023 for your Health Care or Limited Purpose FSA. Any remaining balance above \$610 will be forfeited.
- You cannot change your FSA election in the middle of the plan year unless you experience a Qualifying Life Event like marriage, divorce or birth of a child.
- You can use the full amount of your Health Care FSA upfront.

Healthcare FSA Debit Card

New participants electing a healthcare FSA account will be issued an FSA Benefits Card through EBCFlex. You may contact EBCFlex for a new or replacement cards as needed.

Limited Purpose FSA (LPFSA)

Employees enrolled in Revolution's High Deductible Health Plan (HDHP) may contribute to a Limited Purpose Flexible Spending Account (LPFSA), which uses pre-tax dollars to pay for eligible dental, vision care and post-deductible medical expenses. You can use funds from the LPFSA to pay for eligible vision and dental expenses incurred by you, your spouse and your qualified dependents that are not covered by your insurance. It can also be used to pay for eligible post-deductible medical expenses.

How to Use the Account

You may use your FSA debit card at locations such as doctor and dentist offices, pharmacies, and vision service providers. The card cannot be used at locations that do not offer services under the plan.

Dependent Care FSA (DCFSA)

You can contribute up to \$5,000 for IRS-qualified dependent care expenses with pre-tax dollars, which will reduce the amount of your taxable income and increase your take-home pay.

Eligible Expenses

- Care of a dependent child through age 12 by a babysitter, childcare center, or housekeeper whose job is taking care of your child.
- Care of a disabled dependent who lives with you and you claim on your taxes.
- Dependent care expenses must be work related; expenses must relate to care that enables you and your spouse to work. Both spouses must be employed.
- The money you elect in your Dependent Care FSA can only be used as the money accumulates from your paychecks.

HSA vs. Healthcare FSA: What's the difference?

	HSA	Health Care FSA
Available if you enroll in a ...	HDHP	PPO Plan
Change your contribution amount any time	Yes	No
Access your entire annual contribution amount from the beginning of the plan year	No	Yes
Access only funds that have been deposited	Yes	No
"Use-it-or-lose-it" at year-end	No	Yes, for any amount over \$610
Money is always yours to keep	Yes	No