

## Flexible Spending Accounts

Flexible Spending Accounts (FSAs) allow you to set aside money – tax-free – from your paychecks. You then use that tax-free money when you have certain everyday health care or dependent care related expenses.

There are two types of FSAs available:

- **Health Care FSA** — Use pre-tax dollars to pay for eligible healthcare expenses including:
  - Medical, dental and vision copays and coinsurance
  - Prescription or over-the-counter drugs (with a prescription)
  - Glasses, contacts and LASIK surgery
- **Dependent Care FSA** — Use pre-tax dollars to pay for eligible dependent care expenses for your children under age 13 and for qualifying older relatives, including dependent parents, if claimed as a dependent on your Federal tax return. Care must be provided so that you and your spouse can work, attend school or look for a job.

Note for health savings account (HSA) medical plan participants: **If you participate in an HSA medical plan, you cannot contribute to the Health Care FSA. You can contribute to the Dependent Care FSA.**

### How FSAs Work

1. You elect to set aside a certain amount of money in your FSA(s) for 2020 based on the guidelines below.
  - **Maximum Election Amount**
  - **Health Care FSA:** \$2,700
  - **Dependent Care FSA:** \$5,000 (\$2,500 if married and filing separate tax returns)
2. Your election amount is deducted from your paychecks equally throughout the year. The amount will remain in effect through December 31 unless you have a qualified life event.
3. You use the money you set aside to pay yourself back for eligible health care and/or dependent care expenses. You will receive a debit card from PlanSource, the FSA administrator. This debit card can be used to pay for your eligible expenses.
4. You can view your claims history and check your available account balance by logging into your account at [www.mywealthcareonline.com/PlanSource](http://www.mywealthcareonline.com/PlanSource). The employer ID is: **NGECORPRISK**.

**Important!** For the Health Care FSA, you must incur qualified expenses to cover the money in your account by December 31, 2020, and submit any claims for reimbursement by March 31, 2021; otherwise, you lose any remaining money. Leftover money cannot be rolled over into the next plan year.

For the Dependent Care FSA, you can incur qualified day care expenses to cover the money in your account by March 15, 2021, and submit any claims for reimbursement by March 31, 2021; otherwise, you lose any remaining money. Leftover money cannot be rolled over into the next plan year.