

Flexible Spending Account Features At-a-Glance

	Health Care FSA	Dependent Care FSA
Purpose	<ul style="list-style-type: none"> Allows you to use pre-tax dollars to help pay for out-of-pocket costs for healthcare expenses that are not covered by regular insurance. 	<ul style="list-style-type: none"> Allows you to use pre-tax dollars to reimburse yourself for daycare expenses for eligible children under age 13 (or tax-eligible dependents who can't care for themselves) and adults.
How Much You Can Contribute	<ul style="list-style-type: none"> You may elect to contribute a whole-dollar amount between \$100 and 2,750 per participant total for the full plan year through payroll deductions. YOU CANNOT CHANGE YOUR ELECTION UNLESS YOU HAVE A QUALIFIED FAMILY STATUS CHANGE. 	<ul style="list-style-type: none"> You may elect to contribute a whole-dollar amount between \$100 and \$5,000 per year, per household (\$2,500 if you are married and file separate tax returns) through payroll deductions. <i>Note: IRS annual testing limits this benefit to \$1,045 in 2020 for any employee who made more than \$124,999 in 2019.</i> YOU CANNOT CHANGE YOUR ELECTION UNLESS YOU HAVE A QUALIFIED FAMILY STATUS CHANGE.
When Are the Funds Available	<ul style="list-style-type: none"> Your entire annual contribution election is available for reimbursement on Jan. 1, even if you have not contributed the full amount to your account. 	<ul style="list-style-type: none"> Your funds become available as your contributions are made through payroll deductions. If you file a dependent care reimbursement claim that is for more than the amount you currently have accumulated in your FSA, you will be reimbursed only up to the amount you've contributed to date. You will be reimbursed for the rest of the claim as the money gets added into your account each pay period.
Examples of Eligible Expenses	<ul style="list-style-type: none"> Deductibles/coinsurance/copays Contact lenses/eyeglasses/LASIK Dental treatments/orthodontia Hearing exams/aids Chiropractic care Durable medical equipment Prescription drugs Other qualified medical expenses <p>For a more extensive list of qualified medical and dependent care expenses, visit the IRS website at www.irs.gov/pub/irs-pdf/p502.pdf.</p>	<ul style="list-style-type: none"> Adult and child daycare expenses Preschool Before- and after-school care <p>For a more extensive list of qualified medical and dependent care expenses, visit the IRS website at www.irs.gov/pub/irs-pdf/p503.pdf.</p>
Expenses that Cannot Be Paid with this FSA	<ul style="list-style-type: none"> Some expenses are ineligible for reimbursement, such as cosmetic expenses, hair transplants and insurance premiums. 	<ul style="list-style-type: none"> THIS IS NOT USED TO REIMBURSE FOR DEPENDENT HEALTHCARE EXPENSES.
Reimbursement Process	<ul style="list-style-type: none"> When you have an eligible expense, Cigna will submit the claim on your behalf (if you have auto-claims forwarding). <i>NOTE: AutoPay does not apply to orthodontia claims, therefore, those claims will always need to be manually submitted through the MyCigna website for reimbursement. Reimbursement requests can only be made after you have paid for the service.</i> You'll be reimbursed up to the full amount you elected to contribute for the year, minus any paid claims. You cannot transfer funds between the FSA accounts. 	<ul style="list-style-type: none"> After incurring an expense, you are responsible for paying the cost. Be sure to keep your receipts. Complete a Reimbursement Form, found on myCigna.com. You'll be reimbursed up to the amount currently in your account.
"Use It or Lose It" Rule	<p>Up to \$500 of any remaining balance as of Dec. 31, 2020, can be rolled over for use in 2021.</p>	<ul style="list-style-type: none"> Any remaining balance as of Dec. 31, 2020, is forfeited per Internal Revenue Code, meaning those funds may not be paid back to you in cash or carried over for use in future plan years.
Important Deadlines for the 2020 Plan Year	<ul style="list-style-type: none"> Dec. 31, 2020: Deadline to incur eligible expenses. Mar. 31, 2021: Deadline to submit 2020 plan year claims. 	<ul style="list-style-type: none"> Dec. 31, 2020: Deadline to incur eligible expenses. Mar. 31, 2021: Deadline to submit 2020 plan year claims.