



AMERICAN BENEFITS GROUP

Empowering Technology. Exceptional Service.



**Electing Pre-tax Dollars
To Pay For Your Health Care Expenses**

FSA

LPF

HSA

Your **Benefit Options** Based On Your
Health Insurance Plan



You Have Elected a **Traditional Health Plan** . . .

Low or no deductible,
high monthly premiums.



You may elect a
Health Flexible Spending Account (Health FSA)



You Have Elected a **High Deductible Health Plan (HDHP)** . . .



You may elect a **Health FSA**

You may elect an **HSA** with or without a **Limited Purpose Health FSA**

You may not elect both an **Health FSA** and an **HSA**



You Have Elected a **High Deductible Health Plan (HDHP)** . . .

See how much money you can set aside pre-tax:

HDHP & **Health FSA** = **\$3,300**

HDHP (with family coverage) & **HSA** = **\$8,550**

HDHP + **LPF** + HSA = **\$11,850**



FSA

How Does A **Health FSA** Work?



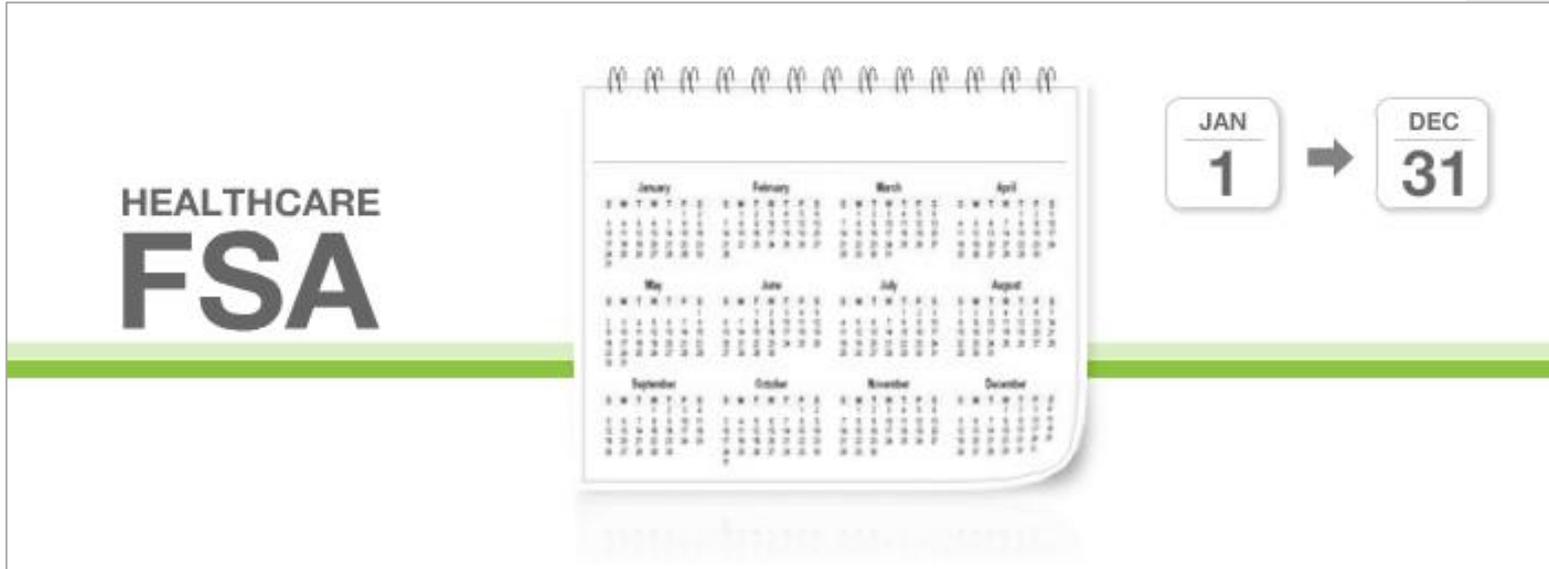
HOW DOES A HEALTH FSA WORK?

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If you have a Traditional Health Plan you may elect a Health FSA.

All contributions can be made pre-tax, decreasing your overall taxable income.

Pay for your qualified health care expenses tax free from the money in your account.



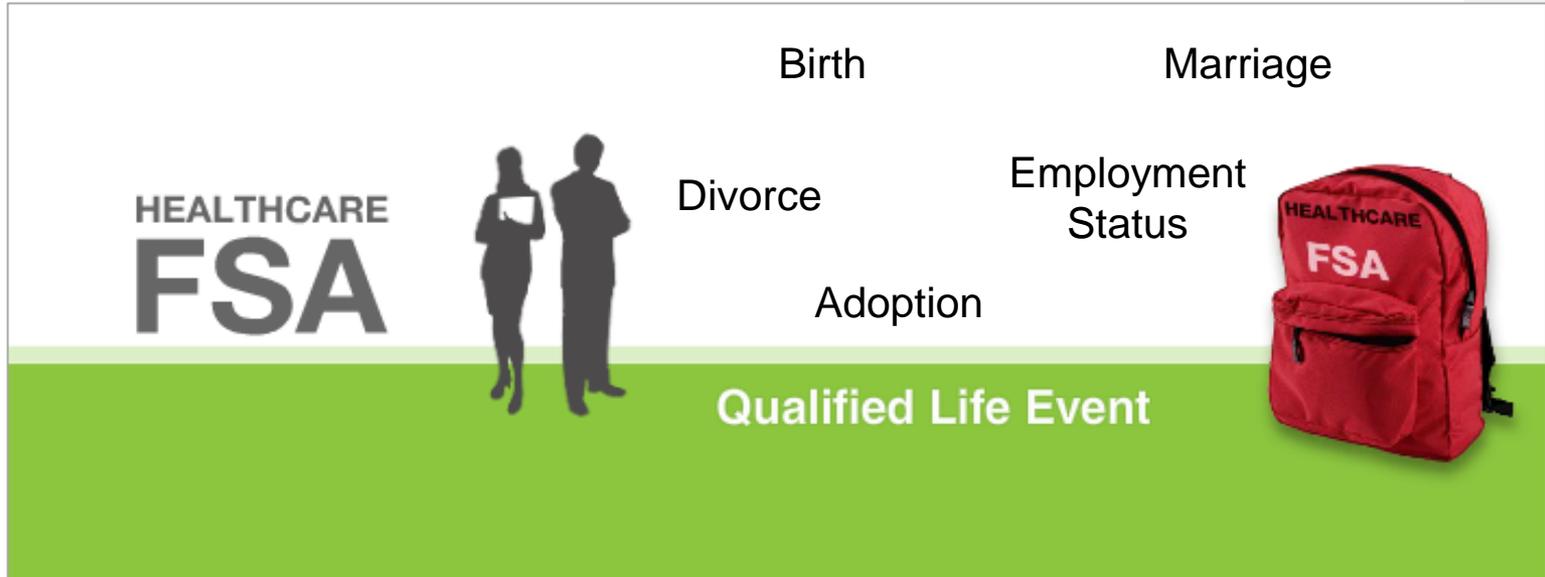
You decide how much of your salary to contribute, up to \$3,300 (IRS Limit).

Your employer will deduct your FSA contributions from your paycheck in equal amounts each pay period on a pretax basis. This helps lower your taxable income.



Your total FSA election funds are available on the first day of the Plan Year.

Use these funds to pay for qualified health care expenses:
Dental, Vision, Co-pays, Deductibles, Prescriptions, some over-the-counter items.



You cannot change your contribution unless you have a qualified life event, change in status.



Be sure to plan your contribution carefully. The FSA has a use-or-lose rule. If you don't use up your FSA funds by the end of the plan year, you'll lose them.

- Your plan has a run out period, an additional amount of time (after plan end date) to submit claims for reimbursement. Check your employer's plan documents for your run out date.

HSA

How Does A **Health Savings Account** Work?



CAN I HAVE AN HSA?

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Yes, you can open and contribute to an HSA,
but only if both the following are true:

- You are enrolled in an HSA compatible High Deductible Health Plan (HDHP)
- Neither you or your spouse are enrolled in a Health FSA (General Purpose)

Remember if you have an **HSA** you may also elect a **Limited Purpose Health FSA**



HOW DOES AN HSA WORK?

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Contribute up to \$4,300 (single) or \$8,550 (family) for the 2025 Calendar Year. If you are 55 or older you may contribute an additional \$1,000 (catch-up contribution)

All contributions are made pre-tax, decreasing your overall taxable income.

Earn money tax-free through investment or interest payments.

Pay for your qualified health care expenses tax free from the money in your account.



HDHP



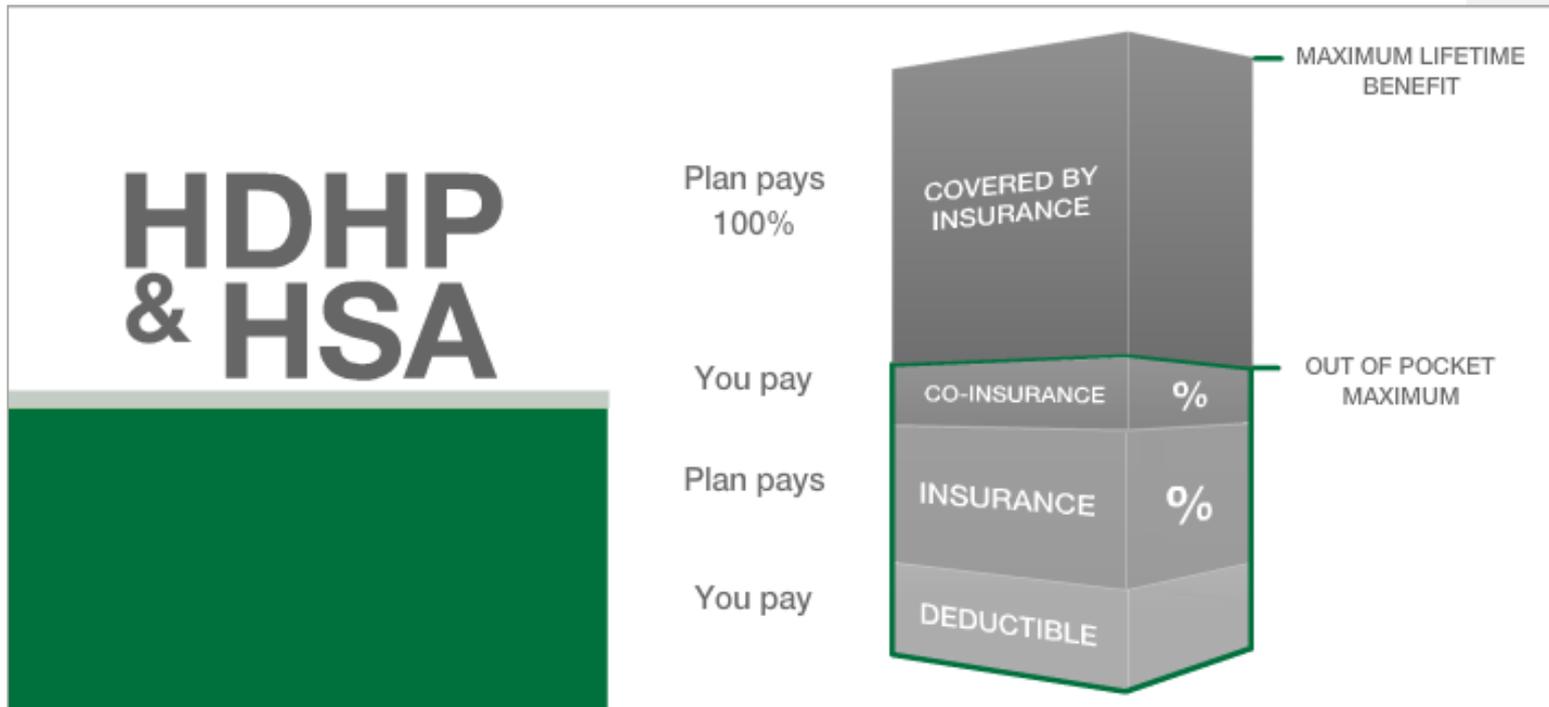
Once enrolled, an HSA bank account will be opened through your employers bank (HSA custodian).



Contributions can be made by you and/or your employer.



You can contribute pre-tax and post-tax dollars.

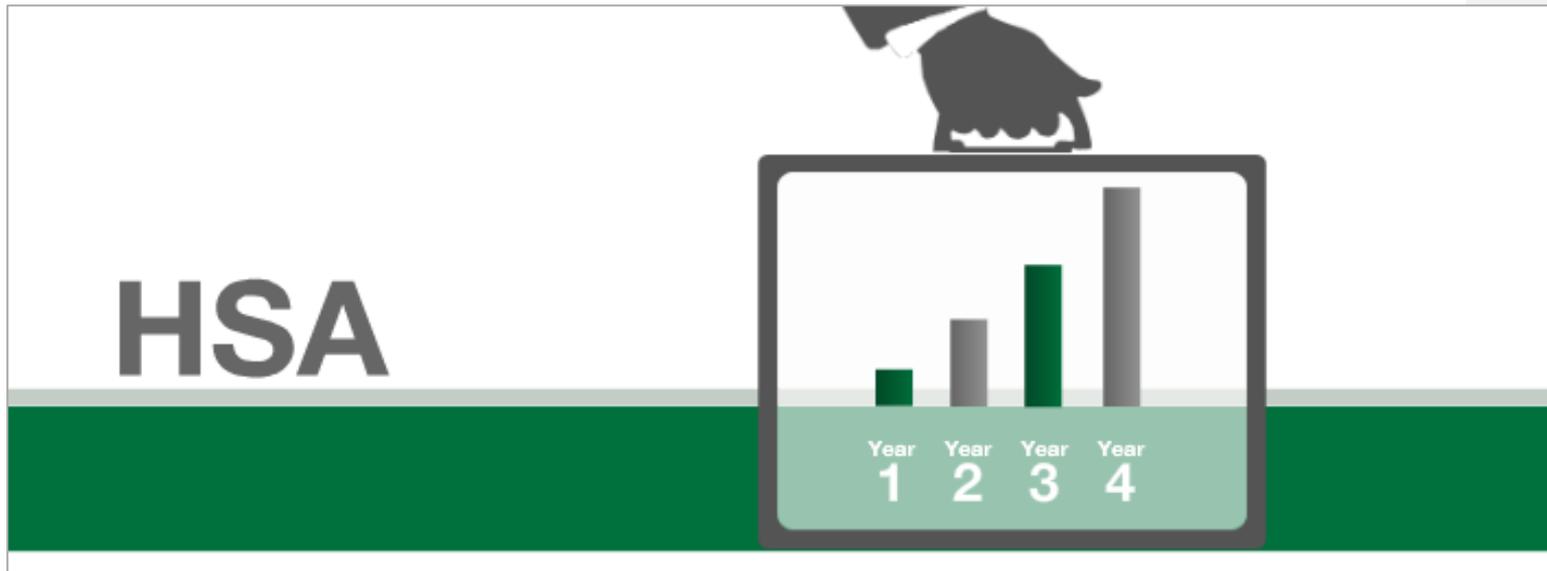


You may use your funds to pay your deductible and co-insurance.



You may use your funds to pay for eligible medical expenses:

- Vision and Dental expenses
- Prescriptions
- Co-pays
- Over-the-counter items



Your HSA stays with you, even if you switch employers, change health plans or retire.



If you have an HSA somewhere else, you can transfer the balance to your new HSA.



Your money can earn interest – plus, you can enjoy investment options.



HSA
BENEFITS It's **your** choice

spend **now** or **save**

LPF

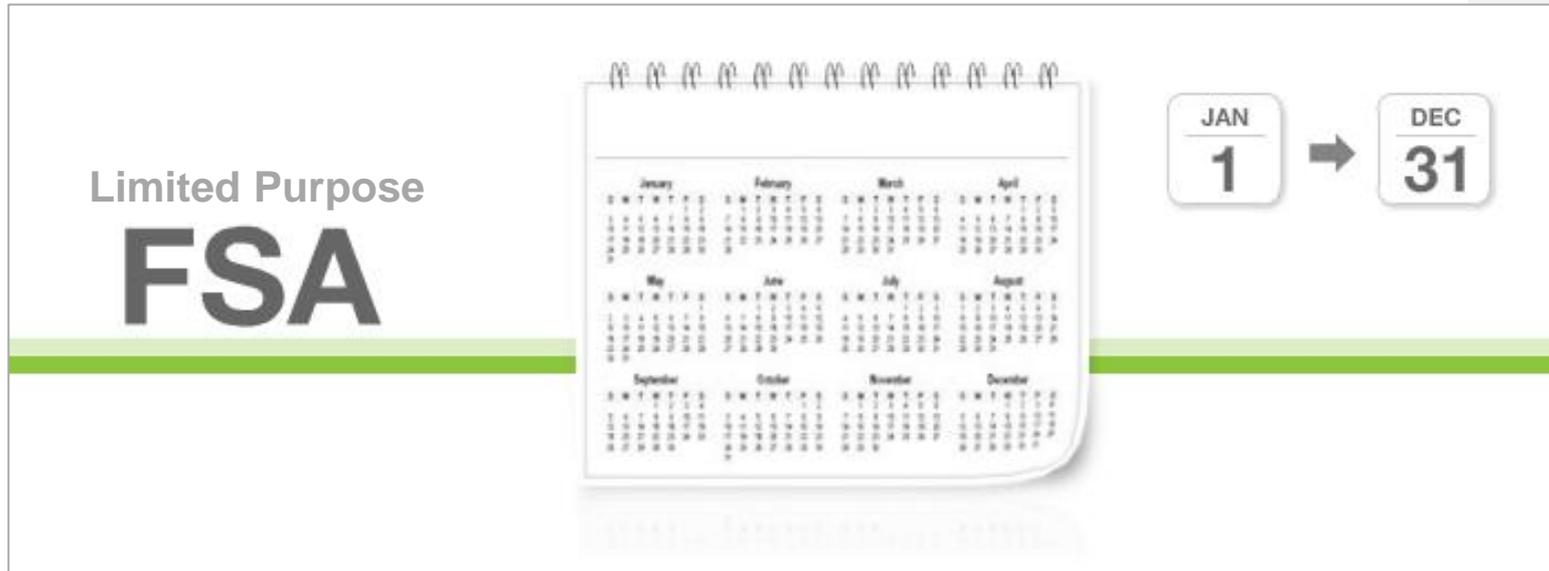
How Does A **Limited Purpose Health FSA** Work?



HOW DOES AN LPF WORK?

If you have an Health Savings Account (HSA) you may enroll in a Limited Purpose Health FSA (LPF).

An LPF works like a Health FSA except only dental and vision expenses are reimbursable through the plan.



If you enroll in an LPF, you decide how much of your salary to contribute, up to \$3,300 (IRS Limit).

Your employer will deduct your LPF contributions from your paycheck in equal amounts each pay period on a pretax basis. This helps lower your taxable income.



Limited Purpose
FSA

Eyeglasses

Crowns

Orthodontia

Contact Lenses

LASIK surgery

To see if you would benefit from an LPF, review your dental and vision expenses from the last year and think about what you expect to spend this year.



By using your LPF funds for certain expenses, you can save your HSA funds for the future.

Eligible expenses include:

- Dental and orthodontia care; like fillings, X-rays and braces
- Vision care, including eyeglasses, contact lenses and LASIK surgery



Be sure to plan your election carefully. The LPF has a use-or-lose rule. If you don't use up your LPF funds by the end of the plan year, you'll lose them.

- Your plan has a run out period, an additional amount of time (after plan end date) to submit claims for reimbursement. Check your employer's plan documents for your run out date.



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