



# Flexible Spending Accounts



ThrivePass

**A flexible spending account (FSA) lets you save money by setting aside pre-tax dollars to pay for eligible medical, dental, vision and dependent care expenses incurred by you, your spouse or your eligible dependents.**

## WHAT IS AN FSA?

A health care flexible spending account (FSA) is an employer-sponsored benefit that allows you to set aside pre-tax dollars to be used for qualified out-of-pocket medical expenses not covered by your health plan. Questco offers an FSA option to all eligible employees at no additional cost to your employer.

## WHO DOES IT COVER?

An FSA covers qualified medical expenses for you and your dependents. Please consult your tax professional for more information on those individuals that may qualify as dependents for purposes of the FSA.

## TAX BENEFITS

Contributions to the FSA are deducted from your paycheck on a pre-tax basis, reducing your taxable income. On average, employees save 30%\* of what it would otherwise cost for them to pay for eligible medical expenses.

## FUND AVAILABILITY

There's no waiting - you'll have immediate access to your full annual election on the first day of the plan year, regardless of the amount you have actually contributed to date.

## USE IT OR LOSE IT

2025 FSA Contributions must be used within the calendar year and do not roll-over. There is a 90 day run-out period for active employees at year-end to submit eligible expenses dated on or before December 31, 2025. FSA plan ends upon employment termination and includes a 30 day run-out to submit eligible expenses dated on or before last day of employment.

## WHAT EXPENSES ARE CONSIDERED ELIGIBLE?

Common eligible expenses:

- Health plan co-pays
- Deductibles
- Co-Insurance
- Dental and/or Vision
- Over the counter (OTC) medicines
- Contact Lenses/Eyeglasses
- Prescription Medicines

For a complete list of eligible expenses as defined by the IRS, view IRS publication 502.

## LIMITED PURPOSE FSA

A Limited Purpose Medical FSA (LPFSA) works with a qualified high deductible health plan (HDHP) and Health Savings Account (HSA). A limited FSA only allows reimbursement for vision and dental expenses.

## DEPENDENT CARE FSA

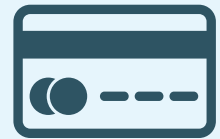
A Dependent Care FSA allows reimbursement of dependent care expenses, such as daycare, incurred by eligible dependents.

## COMMUTER FSA

A Commuter FSA (Parking/Transit) allows you to set aside pre-tax funds in separate accounts to pay for qualified mass transit and parking expenses associated with your commute to work.

[CLICK HERE](#) for more information

ThrivePass: (866) 855-2844 • [thrivepass.com](https://thrivepass.com)



## DEBIT CARD

Our benefits debit card is the fastest and most convenient way to access your funds and pay for eligible expenses.

## CONTRIBUTION LIMITS

The IRS sets the maximum dollar amount you can elect and contribute to an FSA. The 2024 annual contribution limit is:

**\$3,200**

For 2025 rates, visit [IRS.gov](https://www.irs.gov)