

Limited Purpose Flexible Spending Accounts – REAL SAVINGS. REAL SIMPLE.

If you participate in a qualified high deductible health plan and contribute to a Health Savings Account (HSA) the IRS prohibits you and your spouse from enrolling in a traditional medical Flexible Spending Account (FSA).

Maximize your tax savings by combining your HSA with a Limited Purpose FSA.

A Limited Purpose FSA (LPFSA) offers great tax savings on eligible expenses, and does not interfere with your or your spouse's HSA eligibility. Use your LPFSA for this year's expected **Dental and Vision** expenses and allow your HSA to accumulate for future health care expenses.



Here's how it works.

Make your Limited Purpose FSA election at Open Enrollment

Choose the amount to contribute to your LPFSA for the year. You may elect up to the maximum your employer allows, but be sure to limit your election to the dollar amount that you estimate you, your spouse and your dependents will spend in the upcoming plan year on eligible expenses. Payroll deductions are made on a pre-tax basis, lowering your taxable income and saving you money.

Eligible Expenses

LPFSAs are primarily used for Dental and Vision expenses but may be used for post-deductible and preventive medical expenses as well. "Post-Deductible" refers to the federal minimum amount of deductible you must incur before the IRS will allow you to access LPFSA funds for medical expenses. This year, the minimum is \$1300 if you are enrolled with Single coverage or \$2600 if you are enrolled in a Family plan.

Reimbursements from your LPFSA

You can submit a reimbursement request up to your total election any time during the plan year. Submit claims on-line via the Participant Portal on our website. Or you can send a paper claim via mail, fax or email. If your employer offers a GDI Debit card, you may pay for your eligible expenses with the card but **save all your receipts!** IRS guidelines require GDI to substantiate many dental and vision expenses and we may request copies of your receipts.

Eligible Dental expenses include:

- Orthodontia
- Cleanings
- Fillings

Eligible Vision expenses include:

- Eye exams, eyeglasses
- Contact lenses
- Laser vision correction surgery

Ineligible expenses include cosmetic procedures, warranties, pre-payment of services not yet rendered.

For more information about electing a Limited Purpose Flexible Spending Account, speak with your Human Resources or Employee Benefits Department.