

Flexible Spending Accounts

- Allow you to make pre-tax contributions to pay for qualified health care expenses
- Eligible expenses include deductibles, copays, Rx, coinsurance, eligible dental/vision expenses
- Election made during Open Enrollment is “locked in” for 2026 and can only make additional changes if you have a qualifying life event
- Funds are “use it or lose it”; what you don’t use by end of 2026 is forfeited
- Contribution is “front loaded” so you have access to entire annual election at once
- HDHP enrollees not eligible since they are eligible for the HSA

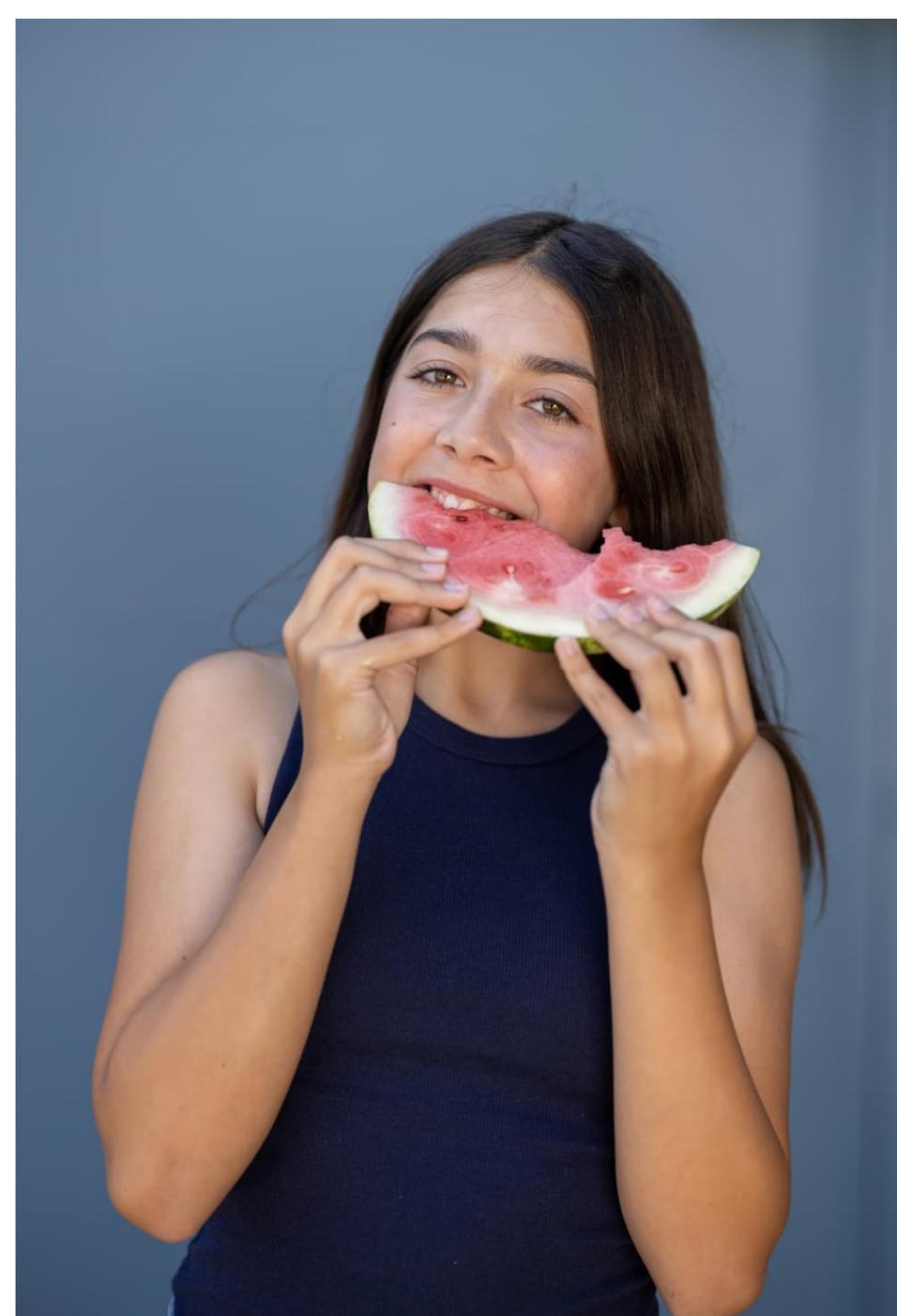


Health Savings Accounts (HSA)

- Make pre-tax contributions to cover healthcare expenses, such as deductibles, Rx, coinsurance, and eligible dental and vision expenses
- Can invest funds once HSA reaches \$1,000
- Funds roll over (not "use it or lose it") and you keep your account even if you leave RCH
- Can change contribution amount any time
- At 65, funds can be spent on non-healthcare expenses (Taxable, similar to a retirement account)

HSA Eligibility

1. Must be enrolled in HDHP
2. Cannot be covered by any non-HDHP (Medicare, Tricare, Spouse's HMO/PPO, etc).
3. Cannot be claimed as a dependent on someone's tax return
4. You and/or your spouse cannot have a Healthcare FSA



Dependent Care FSA

- For children under age 13 and dependent adults who rely on you for care and support
- You (and your spouse, if applicable) must be working to be eligible
- Money is available as deposited from your paychecks (not front-loaded like Health FSA)
- “Use it or lose it”; any funds not used in 2026 are forfeited
- You can change your election mid-year if you have a qualifying change in expenses (e.g., cost of care increases; a relative agrees to watch your child so daycare no longer needed)

