

Dependent Care Flexible Spending Accounts

Work without worry

A Dependent Care Flexible Spending Account (DC-FSA) lets you set aside pre-tax payroll dollars to pay for dependent care expenses, including after-school care or adult daycare for qualifying dependents. These expenses must be for the purpose of letting you (or your spouse, if married) work.

Who qualifies as a dependent?

1. A tax dependent **under age 13**.

2. Any other tax dependents living with you, such as a spouse or elderly parent, **physically or mentally incapable of self-care**.

How a DC-FSA works:

- Contribute to your DC-FSA pre-tax, through payroll deduction. Your employer can also contribute.
- Pay for eligible expenses; pay your provider directly with your HSA Health Benefits Debit Card or pay out of pocket and submit a claim for reimbursement.
- To submit a claim, scan and upload your receipt(s) through the Member Website or mobile app.
- Once your claim is approved based on eligibility and availability of funds, you will be reimbursed.
- Check balances and account information on the Member Website or mobile app 24/7.

How much can you contribute?

The IRS limits the amount you can put into a DC-FSA. Visit **hsabank.com/irs-guidelines** for the current limits.

How can you benefit from tax savings?

- Contributions, including any from your employer, are excluded from your taxable gross income.
- Withdrawals are tax-free for eligible dependent care expenses.

What's covered?

Visit **hsabank.com/qme** for a summary of common eligible dependent care expenses. Refer to Publication 503 at **irs.gov** for more details on qualified expenses.

Did you know?

- Under IRS guidelines, you can get reimbursed only for dependent care that already took place.
- Unlike a Healthcare FSA, your full dependent care election isn't available Jan. 1. You can't get reimbursed for more than you have currently in your account.

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