



## SPECIAL NOTICE REGARDING YOUR FLEXIBLE SPENDING ACCOUNT (FSA)



At EMR, you have the opportunity to contribute pre-tax dollars to an FSA to cover certain out-of-pocket expenses as they occur throughout the plan year. There are three (3) types of accounts available - a Healthcare FSA, Limited Purpose FSA, and Dependent Care FSA.

All of the FSA programs have a grace period of 2.5 months after the end of the plan year. During the grace period, you can continue to incur claims and use any funds in your FSA to pay for qualified expenses. Any funds left in your account after the grace period will be forfeited (per the IRS use-it-or-lose-it rule).

Please note that any funds rolled over during the grace period do not count toward your annual FSA contribution limit for the new plan year.

You **MUST** re-enroll each year in the FSA programs, your election will not automatically carry through to the following plan year.

Please refer to the Employee Benefits Guide for more details on what each FSA type can be used for as well as contribution limits for each FSA type.

Please be sure to log onto Ceridian to check your current FSA elections to ensure you have the appropriate contribution amounts in place for 2024.

