FLEXIBLE SPENDING ACCOUNTS (FSA)

FLORES

Flexible Spending Accounts, or FSAs, provide you with an important tax advantage that can help you pay healthcare expenses on a pre-tax basis. By anticipating your family's healthcare costs for the next plan year, you can lower your taxable income. **The Archer FSA operates on a calendar year schedule (January 1 - December 31).**

HEALTHCARE FSA

The Healthcare FSA allows you to set aside pre-tax dollars via payroll deductions to pay for qualified healthcare expenses for you and your dependents. **Per IRS guidelines, employees participating in a Health Savings Account (HSA) are not eligible to enroll in the Healthcare FSA**. The annual maximum amount you may contribute is **$3,400*** per calendar year.

** Pending 2027 Contribution Limits*

The Healthcare FSA can be used for:

- Eligible medical procedures
- Prescriptions
- Doctor office copays
- LASIK eye surgery
- Non-cosmetic dental procedures
- Prescription contact lenses, glasses, and sunglasses



"USE-IT-OR-LOSE-IT" RULE

Money left in your Healthcare FSA at the end of the plan year is forfeited according to the IRS "use-it-or-lose-it" rule. To avoid forfeitures, it's important to carefully review your prior year's expenses and plan only for predictable costs. However, Archer allows participants to incur expenses against the previous plan year balance up to March 15th of the following calendar year.

CARES ACT & QUALIFYING MEDICAL EXPENSES

Under the CARES Act, the definition of qualifying medical expenses includes certain over-the-counter medications and products. Specifically, the act treats additional over-the-counter medications, along with menstrual care products, as qualified medical expenses that may be paid for using FSA or other tax-advantaged accounts.

FILING A CLAIM

The full annual election amount under your Healthcare FSA is available on the first day you are eligible for benefits. The easiest way to use your funds is by using your Flores debit card at the point of service. When you use your card, funds are automatically deducted from your account to pay for eligible expenses. You can submit claims via your Flores member portal online or through the mobile app. Visit **flores247.com** to learn more.

Please note that you should retain all your receipts. The IRS requires that Flores request copies of receipts for certain claims. If receipts are required, you will receive an email or letter the business day after using your card.

Scan the QR code or CLICK HERE to access the FSA Store.