

LIMITED PURPOSE FSA



A Limited Purpose Flexible Spending Account (LPFSA) is a pre-tax benefit used to pay for eligible dental, vision care, and post-deductible medical expenses for participants enrolled in a High-Deductible Health Plan (HDHP). You may use these funds to pay for eligible expenses incurred by you, your spouse, and your qualified dependents.*

What are the benefits? How does it work?

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| <ul style="list-style-type: none"> • The LPFSA is used to pay for eligible vision and dental expenses that are not covered by your insurance. • It can also be used to pay for eligible post-deductible medical expenses. • Pre-tax contributions reduce your taxable income. • Easiest way to pay for everyday out-of-pocket eligible dental, vision, and post-deductible medical expenses, with tax-free money. • Your total annual LPFSA contribution amount is available immediately at the start of the plan year. • You can carry over up to \$500 remaining in your account from one plan year to the next, so there is minimal “use-it or lose-it” risk. • Multiple self-service tools available to easily manage your TASC Account and TASC Card transactions. | <ul style="list-style-type: none"> • The LPFSA is similar to the regular Health Care FSA but is designed to work in conjunction with your HDHP and Health Savings Account (HSA). • Use our tax-savings calculator or annual expense estimate worksheet to help determine how much you should contribute per year. • Your annual contribution is deducted pre-tax from your paycheck in equal amounts throughout the plan year and deposited into your TASC Account. • As eligible expenses are incurred, you can either use your TASC Card to pay at the point of purchase or submit a request for reimbursement. • Manage your account 24/7 via the TASC Benefits mobile app or TASC Online account at https://partners.tasconline.com/ETFEmployee. |
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Enrollment Eligibility

- **To be eligible for a Limited Purpose FSA (LPFSA), you must be enrolled in a High-Deductible Health Plan (HDHP) and participate in a Health Savings Account (HSA).**
- Employees who are **not** enrolled in an HDHP are **not** eligible.
 - If you are **not** enrolled in an HDHP, see the regular Health Care Flexible Spending Account flyer for benefit options.
 - **Note:** Participation in an HSA and/or LPFSA has no bearing on participation in the Dependent Day Care FSA, Parking Account, or Transit Account.
- Most full-time or part-time state and university employees are eligible to participate in a LPFSA.
- **Note:** Employees who are classified as fellows, scholars, and research assistants in the University of Wisconsin System, as well as limited term employees, student hourlies, per diems, and other temporary employees are **not** eligible.

| Annual LPFSA Limits | 2017 | 2016 |
|-------------------------------|---------|---------|
| Individual LPFSA Limit | \$2,550 | \$2,550 |
| Annual Carryover Amount Limit | \$500 | \$500 |

Annual LPFSA Contribution Limits

Note: The \$2,550 contribution limit applies on an employee-by-employee basis. Thus, \$2,550 is the limit each employee may make per plan year, regardless of the number of other individuals (spouse, dependent, etc.) whose medical expenses are reimbursable under the employee’s LPFSA. If two spouses are eligible for a LPFSA, each spouse may elect to make contributions of up to \$2,550.

This is the amount the Internal Revenue Service (IRS) allows to be contributed to a LPFSA.

*Refer to the Health Care FSA – Qualified Dependents Section of the ERA Participant guide for more information.

Eligible Limited Purpose FSA Expenses

Below is a partial list of eligible expenses that are reimbursable through an LPPFSA. Eligible expenses can be incurred by you, your spouse, or qualified dependents. For more information, see your Employee Reimbursement Account (ERA) Participant Guide. For the complete list of eligible and ineligible expenses, visit www.IRS.gov and see IRS Publication 502.

Dental Expenses

- Cleanings and exams
- Crowns and bridges
- Dental plan co-pays
- Dental plan deductibles
- Dental surgery
- Dental reconstruction
- Dental x-rays
- Dentures
- Diagnostic services
- Fillings
- Orthodontia
- Root canals

Vision Expenses

- Contact lenses and lens solution
- Diagnostic services
- Eye exams
- Eye surgery
- Laser eye surgery/LASIK
- Optometrist/ophthalmologist fees
- Prescription eyeglasses and sunglasses
- Seeing eye dog (*buying, training, and maintaining*)
- Vision plan co-insurance
- Vision plan deductibles

Post-Deductible Medical Expenses

- **Note:** After you meet your health plan's deductible, you may be reimbursed for all eligible medical expenses, such as co-payments, physical exams, and vaccinations.
- Expenses may be incurred by you, your spouse, or qualified dependents.
- For the complete list of eligible and ineligible expenses, visit www.IRS.gov and see IRS Publication 502.

Important Considerations

- Keep in mind that the LPPFSA can only be used to pay for eligible dental, vision, and post-deductible medical expenses.
- Remaining LPPFSA funds **over** \$500 do **not** carry over. It is important to be conservative in making elections because any unused funds over \$500 left in your LPPFSA at the close of the plan year are not refundable to you.
- It is a participant's responsibility to read and adhere to the TASC Card terms and conditions. By accepting and using your TASC Card, you agree to the Cardholder Agreement. You are obligated to satisfy any documentation requirements and to retain those documents and records for tax purposes or in the event of an IRS audit. Refer to the TASC Card Section in the ERA Participant Guide for more information.
- You may change your LPPFSA elections during the plan year only if you experience a qualified life change event, such as, a marriage or divorce, birth or adoption of a child, or a change in employment status. Refer to the Change in Status During the Year Section in the ERA Participant Guide for more information.

How to Enroll

- Annual It's Your Choice Open Enrollment period: **October 17 – November 11, 2016**
- Benefit Period: January 1 – December 31, 2017
- Deadline for New Hire Enrollment is within 30 days from hire date. Contact your human resources/benefit office for details.
- Deadline for Qualified Life Change Event Enrollment or Changes is within 30 days from the date of the qualified life event. Contact your human resources/benefit office for details.
- Visit www.etf.wi.gov/IYC2017 for enrollment information, or contact your human resources/benefit office for enrollment instructions.
- **Note:** Must re-enroll in a Limited Purpose FSA each year. Elections do not carry forward year to year.

Following Enrollment

Once you have enrolled, you will receive:

- **Welcome Brochure**
The ERA Welcome Brochure will provide you with information on how to manage your Limited Purpose FSA, set-up your TASC Online account, your responsibilities, and key dates. It will also provide you with more information on the multiple self-service tools available to easily manage your TASC Account and TASC Card transactions.
- **TASC Card**
Your TASC Card allows you to conveniently pay for eligible expenses. Be sure to review the Cardholder Agreement included with your TASC Card.
 - **Note:** If you are a current TASC participant, you will not be issued a new TASC Card. You will continue to use your current TASC Card.



TASC Customer Care | Phone 844-786-3947 or 608-316-2408 | Email 1customercare@tasconline.com

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