



THE NEW  
**FSA**

USE OR  
~~LOSE~~

*roll over \$500*

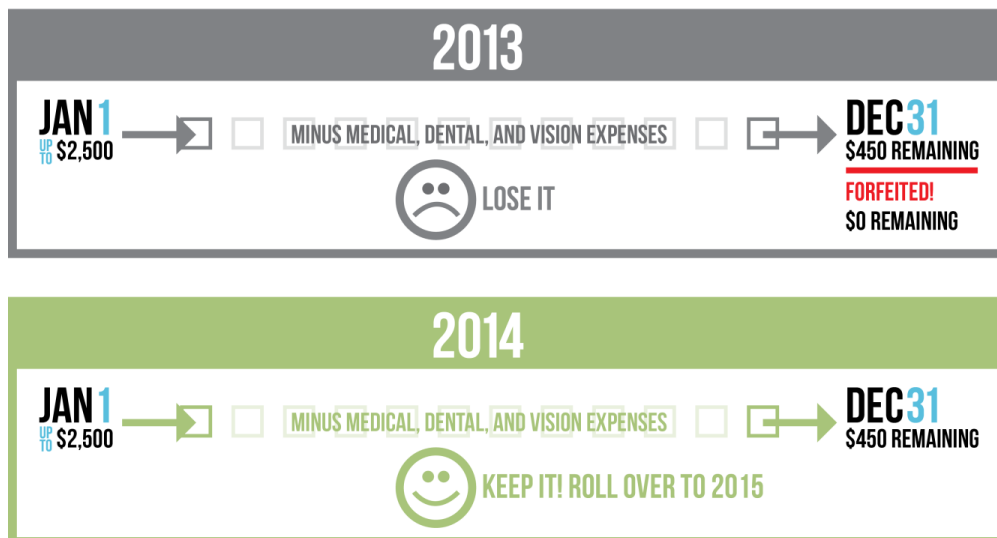
On October 31, 2013 the US Treasury Department modified its flexible spending account (FSA) "use-it-or-lose-it" provision to allow rollover of FSA healthcare funds.

This is great news for you, because:

- ❑ You can now roll over up to \$500 of unused FSA healthcare funds at the end of the **2014** plan year.
- ❑ The money you put in an FSA is not taxed, so assuming you pay a combined 30% state and federal tax rate, you're saving 30% off healthcare expenses funded through the account.

***If you have previously chosen not to participate in the FSA program because of the "use it or lose it" mandate, it's time to take another look!***

**FSA** USE OR ROLL OVER \$500



\*This graphic is for informational purposes only. Plans vary by employer and this scenario may not be applicable for all employees.

**Harrisonburg City Public Schools will have a 90 day Run Out Period after the end of the plan year in which you may turn in claims for the 10/1/2014 – 9/30/2015 plan year. At the end of the plan year, any unused health care funds will rollover into the new plan year account, up to \$500.**

***If your plan previously had a grace period, this new run out with rollover replaces the grace period.***