

Maximize your tax savings with a Health Savings Account and Limited-Purpose FSA (aka Limited Flex)

This account allows those who are enrolled in a Health Savings Account (HSA) an opportunity to set aside money pre-tax to pay for out of pocket dental and vision expenses that they incur.

Q. How does it work?

The Limited-Purpose Flexible Spending Account works the same way a traditional Health FSA does: employees decide how much money to contribute, and that amount is deducted tax free from their paycheck. Just like a traditional FSA, money remaining in the account at the end of the plan year may be forfeited (the "use it or lose it" rule), barring any applicable grace period or rollover.

The difference is that it limits what expenses are eligible for reimbursement. In a Limited Purpose Flexible Spending Account **you can only submit claims for eligible vision and dental expenses.** (Cosmetic procedures such as teeth bleaching are not eligible under any Flexible Spending Accounts).

Examples of Eligible Expenses:

- Generally Eligible Dental Care: Cleanings, Checkups, Fillings, Crowns, Orthodontia
- Generally Eligible Vision Care: Contact lenses, prescription eyeglasses (including prescription sunglasses), eye exams, laser eye surgery, contact lens cleaning and soaking solutions
- Not Eligible – Cosmetic procedures (e.g. teeth whitening, veneers), non-prescription sunglasses, eyewear warranties, anything that is not related to dental or vision care

Q. Why can't I have a regular FSA if I have a Health Savings Account (HSA)?

To be eligible for HSA participation, you must be enrolled in a Qualified High-Deductible Health Plan (QHDHP), and have no other disqualifying coverage. A traditional Health FSA would disqualify you, because it will cover the same expenses that apply to your deductible in the QHDHP, thus negating your eligibility. Note that a traditional Health FSA will even disqualify an individual's spouse from making HSA contributions. A limited-purpose FSA, because it covers only dental and vision expenses, does not negate your HSA eligibility.

Q. How will I be reimbursed?

You can submit claims for reimbursement throughout the plan year online, with our mobile app, via fax or via mail. You can also pay providers directly using the same BPC Benefits Card available with your HSA. When used at a dental or vision provider, the card will automatically draw from your Limited Flex account before drawing from your HSA.



Maximize Your Income And Save Tax Dollars
By Enrolling In A Limited Flex Account!

