

Flexible Spending Account comparison



	Health Care Flexible Spending Account (HCFSAs)	Limited Purpose Flexible Spending Account (LPFSA)	Dependent Care Flexible Spending Account (DCFSA)
How it works	Allows you to set aside pre-tax dollars to help pay for qualified health care expenses	Allows you to set aside pre-tax dollars to help pay for qualified dental and vision expenses	Allows you to set aside pre-tax dollars for help pay for dependent care expenses
What are the tax advantages?	Contributions made to your account are tax free through payroll deduction	Contributions made to your account are tax free through payroll deduction	Contributions made to your account are tax free through payroll deduction
Type of health plan required?	No health plan required; not available to those with a Health Savings Account (HSA)	Available to those with a Health Savings Account (HSA)	No health plan required
When is the money in your account available for use?	The full contribution amount is available on the first day of coverage in your plan year	The full contribution amount is available on the first day of coverage in your plan year	Funds are available as soon as contributions are deposited into your account each pay period throughout the year
Do I have to submit receipts or documentation for reimbursement?	Yes, these must be submitted for processing	Yes, these must be submitted for process	Yes, these must be submitted for processing
Do unused funds in your account carry over to the next year?*	You can incur expenses until mid-March of the next year. Claims must be submitted by the end of March	You can incur expenses until mid-March of the next year. Claims must be submitted by the end of March	No, expenses must be incurred by the end of December that year. Claims must be submitted by the end of March of the next year
Can it be combined with a health account?	No	Yes, with an HSA	Yes, with a HCFSAs, LPFSA or an HSA
Are funds portable in the event of a job change?	No, funds are forfeited; claims must be submitted for services incurred prior to termination date	No, funds are forfeited; claims must be submitted for services incurred prior to termination date	No, funds are forfeited; claims must be submitted for services incurred prior to calendar year end

* This applies only if your employer has a carry over provision.