

HR Concepts, LLC

"Your Third Party Administrator of Choice"

EMPLOYEE EDUCATION LMTFSA

Limited Purpose Flexible Spending Account

What is a Limited Purpose FSA?

A Limited Purpose Flexible Spending Account (LMTFSA) is a Healthcare FSA that limits the types of expenses that can be reimbursed on a pretax basis. If an employee is enrolled in an HSA and want to be enrolled in an FSA, they must be enrolled in a LMTFSA. This type of FSA limits the kind of expenses that can be submitted for reimbursement. Other than this exception, LMTFSA's are exactly like an FSA.

What are the Exceptions?

LMTFSA's are designed to work just like an FSA, but employees can not be reimbursed for their expenses subject to their employer's healthcare medical plan's deductible. These expenses must be submitted for reimbursement through an HSA plan. Employees can submit expenses such as dental, vision, and over-the-counter, but are limited on being reimbursed for expenses subject to their medical plan's deductible until after they have met the IRS's minimal level for a qualified high deductible health plan. These limits are currently \$1,200 for a single and \$2,400 for a family plan. These limits may change from year to year. Please check with your employer for new minimums each year.

How Do I Get Reimbursed?

There are several ways you can get reimbursed from the LMTFSA. These options include:

1. MasterCard

You can use the MasterCard that is attached to the LMTFSA you received from HR Concepts when you enrolled. To use this MasterCard, simply present it at the doctor's office or pharmacy. Only use this card for eligible expenses authorized for reimbursement from your LMTFSA.

How Do I Get Reimbursed (Continued)?

Keep your receipts, you may be required to submit them for verification of the expenses that were reimbursed through the MasterCard. The IRS requires verification of all expenses that do not match up to a certain criteria.

2. Online

You can log into your account online (call HR Concepts first to receive your username and password) and submit your claims for reimbursement. You may be required to fax or mail your receipts or documentation to HR Concepts for verification.

3. Paper Submission

You can submit a completed claim form with the proper documentation to HR Concepts via mailing it, faxing, or dropping it off to our corporate office in Bedford, NH.

Other Points to Consider!

- You can use your entire annual election of your LMTFSA on the first day of the plan year.
- Any unused funds not used by the end of the plan year will be forfeited.
- You will have up to 90 days after the end of your plan year or termination of employment to submit an eligible claim that was incurred during the plan year.
- Keep all receipts for your tax purposes and for verification by HR Concepts. You will be asked to submit your receipts if you use the MasterCard HR Concepts provided to you if your expense does not meet a certain criteria set by the IRS.

QUESTIONS...

Please don't hesitate to contact HR Concepts!



Flex Plans • HSA's • Commuter Plans • HRA's • Dental Plans • COBRA

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