

Flexible Spending Accounts

Cedars-Sinai offers two types of flexible spending accounts (FSAs) that help reduce how much you pay for out-of-pocket healthcare and for childcare (or dependent adult) care expenses.

CHILD/ADULT CARE FSA

You can set aside part of your pay on a tax-free basis and then use those funds to pay for eligible child care, adult daycare and elder care expenses.

WHAT IT IS

The child/adult care FSA offers a way to reduce your child care, adult daycare and elder care expenses, when you pay someone to care for your dependents so you can work.

ELIGIBLE DEPENDENTS AND EMPLOYEES

- Child(ren) under age 13
- Elder parent or disabled dependent incapable of self-care

In addition, to have the expense reimbursed from your child/adult care FSA, you must be:

- A single parent
- Married and both you and your spouse work
- Married; you work, and your spouse is a full-time student, looking for work or physically or mentally incapable of self-care
- The custodial parent (if you are divorced or unmarried and share custody of your children)

ELIGIBLE EXPENSES

You can use these tax-free funds to pay for daycare, in-home child care and after-school care, or for nonmedical nursing or nurse's aide services and/or home care.

For a complete listing of reimbursable dependent care expenses, visit either:

- [IRS Publication 503](#)
- [tri-ad.com](#)

FUNDING YOUR ACCOUNT

Employee Contributions	
Annual Pay	Short Benefit Year: July 1–Dec. 31, 2024
Under \$150,000	From \$60 up to \$2,500*
\$150,000 or more	From \$60 up to \$750*

* Contribution maximum amounts are 50% of the normal annual contribution due to the short benefit year.

The IRS requires an annual nondiscrimination test to make sure higher-paid participants do not disproportionately benefit from the FSAs. If the plan fails that test, Cedars Sinai must take corrective action. For this reason, annual child/adult care FSA contributions for employees earning \$150,000 or more a year will be limited to \$1,500.



Enrollment Considerations

YOU MUST RE-ENROLL EVERY OPEN ENROLLMENT

FSA participation does not carry over to the next benefit year. You must re-enroll during open enrollment (every year) to continue participating.

USE-IT-OR-LOSE-IT

Estimate child/adult care FSA contributions conservatively. You must incur the dependent care expense during the same benefit year you make the contribution. For example, the money you put in the child/adult care FSA between July 1 and Dec. 31, 2024 can only be used to pay for eligible child/adult care services you receive between July 1 and Dec. 31, 2024.

Any unspent money in your child/adult care FSA at the end of the benefit year is forfeited. You have 90 days after the end of the benefit year to request reimbursement. See [page 27](#) for details.

TAX CONSIDERATIONS

Federal tax credit: Federal tax regulations also make available a tax credit for deductible dependent care expenses. Before you enroll in the FSA, you may wish to investigate the federal tax credit and see which provides the greater benefit. You may even be able to use both the child/adult care FSA and federal tax credit, but not for the same expenses.

Filing your income tax return: If you participate in the child/adult care FSA, you must complete an IRS Form 2441 (Child and Dependent Care Expenses) and attach it to your federal income tax return Form 1040.

HEALTHCARE FLEXIBLE SPENDING ACCOUNT (FSA)

You can set aside part of your pay on a tax-free basis and then use those funds to pay for eligible out-of-pocket healthcare expenses for you and your dependents.

WHAT IT IS

The healthcare FSA offers a way to save up to 30% on eligible out-of-pocket healthcare expenses.

ELIGIBLE EXPENSES

They are IRS-approved expenses not paid by your medical plan, such as:

- Prescription drugs
- Insulin
- Eye exams
- Glasses
- Contact lenses
- Laser eye surgery
- Dental treatment
- Dentures
- Orthodontia (not for cosmetic reasons)
- Doctor visits
- Hospitalization
- Transportation for medical care
- Chiropractic care
- Hearing aids

For more on eligible expenses, go to [tri-ad.com](https://www.tri-ad.com) (TRI-AD is our FSA administrator) or see [IRS Publication 502](#).

YOU DON'T HAVE TO HAVE CEDARS-SINAI MEDICAL COVERAGE TO USE THE HEALTHCARE FSA

You may use these funds to pay for eligible healthcare expenses for you and any dependent who is considered your tax dependent. You don't have to be enrolled in a Cedars-Sinai medical plan to use this account.

FUNDING YOUR ACCOUNT

Employee Contributions

Short Benefit Year: July 1–Dec. 31, 2024

From \$60 up to \$1,600

* Contribution maximum amounts are 50% of the normal annual contribution due to the short benefit year.

When estimating how much you want to put in your healthcare FSA, **consider what healthcare you are likely to need between this July and December** and how much your copays or coinsurance would be. If you're covered by an HMO, your out-of-pocket expenses will likely be much lower than if covered by the PPO.



You may have noticed that the healthcare FSA is similar to the Wellness Matters Incentive Program HRA—and you're right, it is. Both accounts allow you to use untaxed funds to pay for eligible healthcare expenses for you and your eligible dependents.

Enrollment Considerations

YOU MUST RE-ENROLL EVERY OPEN ENROLLMENT

FSA participation does not carry over to the next benefit year. You must re-enroll during open enrollment (every year) to continue participating.

ESTIMATE CONTRIBUTIONS CAREFULLY

You must spend most of the money in this account during the same year you make the contributions. This plan has a small carryover: you can carry over \$320* from the July 1–Dec. 31, 2024 benefit year to spend in 2025. Any unspent funds over \$320 will be forfeited. You have 90 days after the end of the benefit year to submit reimbursement requests. See the next page for details.

HOW SAVINGS ACCOUNTS SAVE YOU MONEY

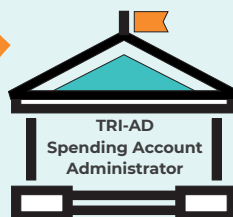
When you pay for healthcare or child/adult care using funds from a spending account, you save 15% to 30% (an amount about equal to your income tax rate) because you are never taxed on this part of your income.

Contributions go into your account(s) on a tax-free basis



You decide how much to contribute, and that money is transferred directly from each paycheck to your FSA account(s)—without being taxed.

The Health Reimbursement Arrangement (HRA) is also a type of tax-free savings account. You'd pay income taxes on the wellness incentive contribution if Cedars-Sinai gave it to you instead of putting it in your HRA.



- Healthcare FSA
- Child/Adult care FSA
- Health Reimbursement Arrangement (HRA)



Use your **debit card** to pay for eligible medical expenses from your Healthcare FSA or HRA



Get reimbursed for eligible child care or dependent adult care services from the child/adult care FSA

Where are HRA and FSA contributions kept?

Your account(s) are with TRI-AD, our spending account administrator, which you can access by:

- Web: tri-ad.com
- App: Search "TRI-AD Benefits on the Go" at your app store; register using client ID TIDCEDARS

You'll need to create a personal account on your first visit to the website or app.

How do I access the money in my account(s)?

- Use your **TRI-AD debit card** to pay the merchant or healthcare provider for HRA and healthcare FSA expenses.
- Pay your provider and submit a claim for reimbursement to TRI-AD. (This is the only option for the child/adult care FSA expenses.) Submit a claim with itemized receipt(s) to TRI-AD and TRI-AD will take the money from your account and direct-deposit it into your bank account or send you a check for the expense. You can submit reimbursement requests via TRI-AD's website or app.

Contact TRI-AD with questions

- Phone: 855-460-6971
Monday–Friday 5 a.m.–6 p.m. PT
- Email: cedarssupport@tri-ad.com
- Web: tri-ad.com

Will I need to provide receipts or proof a healthcare expense is eligible?

Sometimes. Because income taxes are waived on contributions to HRA and FSA accounts, **TRI-AD must verify that every expense is eligible.**

- Sometimes when you use your debit card, the expense can be automatically verified.
- Sometimes you will need to submit proof that the expense was eligible— even when using the debit card.

How will I know if I need to submit proof?

- You'll receive an email notice or a letter from TRI-AD
- You can opt in for TRI-AD mobile alerts to receive a text message immediately after any benefit card swipe that will require receipts to verify the expense is eligible.
- You can check your account at: tri-ad.com

EXPENSE REIMBURSEMENT DUE DATE

You have 90 days after the end of the benefit year to submit expenses for reimbursement:

For expenses incurred...	Reimbursement requests are due ...
July 1, 2023–June 30, 2024	Sept., 28, 2024
July 1, 2024–Dec. 31, 2024	March 31, 2025
Jan. 1, 2025–Dec. 31, 2025	March 31, 2026

USING YOUR TRI-AD BENEFITS CARD FOR THE WELLNESS INCENTIVE HRA AND HEALTHCARE FSA EXPENSES

If you receive a Wellness Matters incentive contribution to your HRA or enroll in the healthcare FSA, you'll be issued a TRI-AD debit card.

When you have qualified eligible expenses at a physician's office, healthcare provider or merchant that accepts HRA account/healthcare FSA debit cards, simply use your card. The amount of your qualified purchases will be deducted—automatically—from your account and electronically transferred to the provider/merchant for immediate payment.

Because both accounts use the same card, if you have both healthcare FSA and HRA accounts, the funds will be taken from the healthcare FSA first. Once your healthcare FSA balance is depleted, funds will be withdrawn from your HRA account.

The TRI-AD debit card eliminates having to pay out of pocket and waiting for reimbursement. Instead, you use the money in your account directly. If you don't have your TRI-AD debit card with you, you can still pay with your own money (or personal credit card) and submit the receipts to TRI-AD for reimbursement.

Always save itemized receipts. Even when you use your TRI-AD debit card. You may be asked to submit receipts to verify that your expenses comply with IRS guidelines. (If documentation is requested by TRI-AD and you aren't able to provide it, you may have to repay your account and your account may be suspended.)

Keep Your TRI-AD Debit Card

When you use it up, don't throw it away.
TRI-AD debit cards are reloaded each year.

Where Can You Use Your TRI-AD Benefits Card?

**Physicians' offices • Dental offices • Medical facilities
Hospitals • Opticians/optometrists**

If your provider accepts HRA account/healthcare FSA debit cards (not all providers do), you can use your TRI-AD debit card for their copays, coinsurance and invoices.

Merchants • Pharmacies • Stores

You can use your TRI-AD debit card at doctors' offices, vision care centers, pharmacies, merchandise stores and grocery stores that can identify eligible expenses at the checkout.

No TRI-AD Benefits Card?

No problem! If you don't have your card with you when you need it or it hasn't yet arrived, no problem. You can pay with a personal credit card or cash and submit a claim for reimbursement to TRI-AD via web, mobile app, fax or mail.

