



Limited Purpose Flexible Spending Accounts

Save on predictable dental and vision expenses

What is a limited purpose flexible spending account?

A limited purpose flexible spending account, or LPFSA, from Omnify is an employer-sponsored benefit that allows you to pay for eligible dental and vision expenses on a pre-tax basis. If you expect to have dental and vision expenses that won't be reimbursed by another plan, LPSAs are a great way to save money while covering those costs.

How does it benefit me?

- An LPFSA increases your spendable income by reducing your taxable income
- You can better budget for planned dental and vision expenses
- There's no waiting for reimbursement when you use your benefits debit card

Benefits debit card

Spending your LPSFA funds on eligible expenses has never been easier. The card allows you to avoid out-of-pocket expenses, cumbersome paperwork, and reimbursement delays. One card can manage multiple account types, such as a dependent care FSA and a health savings account.¹

Online and mobile access²

Get account information from our easy-to-use online portal and mobile application. See your account balance in real time, file a claim for reimbursement by snapping a photo of the receipt, and check on a claim status.

¹Health savings account Member FDIC. ²Message and data rates may apply.

How does an LPSFA work?

Limited purpose flexible spending accounts reduce your taxable income by setting aside pre-tax dollars to pay for eligible healthcare expenses.

You can contribute up to the IRS annual limit to your LPSFA.

(For current IRS limits, head to omnifybenefits.com.) This annual election amount will be deducted evenly out of each paycheck on a pre-tax basis and deposited into your LPSFA. You can then use the funds to pay for eligible expenses. Changes to the annual election amount are only permitted due to a change of status, such as a marriage or the birth of a child.

One big perk to an LPSFA is that it's pre-funded, meaning you'll have access to your full annual election amount at the very beginning of the plan year, regardless of the amount contributed to date. That's like having a tax-free, interest-free loan to help you pay for dental and vision expenses. ■ ■

Who's covered?

Most LPSAs cover eligible expenses for you and all of your dependents, even if they're not covered under your primary health plan. For more specific coverage details, please refer to your employer's Section 125 document.

What's covered?

Below is a quick reference list of expenses that can be reimbursed from an LPSFA. For more detailed information, please refer to IRS publications [969](#) and [502](#).

- Bridges
- Crowns
- Dentures
- Dental surgery
- Orthodontia
- Root canals
- Contact lenses
- Eye exams
- Eyeglasses
- Eye surgery
- Prescription sunglasses
- Vision correction procedures



What's not covered?

- Cosmetic dental surgery
- Dental hygiene products (toothpaste, dental floss)
- Teeth bleaching/whitening

Questions? Contact us!

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Web: omnifybenefits.com

Mobile app: Search "Omnify Benefits" in Apple's App Store or Google Play.





Limited purpose FSA FAQs

How do I contribute money to my LPFSA?

Your annual election will be divided by the number of pay periods in your plan year. This amount will be deducted from your paycheck before taxes are assessed.

Who is eligible under an LPFSA?

Most LPFSAs cover eligible expenses for you and all of your dependents, even if they're not covered under your primary health plan. For more specific coverage details, please refer to your employer's Section 125 document.

How do I determine the date my expenses were incurred?

Expenses are incurred at the time the dental or vision care was provided, not when you are invoiced or pay the bill.

How do I get the funds out of my LPFSA?

If you have a benefits debit card, simply swipe it at the register. Otherwise, just file a claim including the receipt documenting the patient, provider, date and type of service, and cost. Once approved, your reimbursement will be direct deposited into your bank account.

How soon can I start spending my LPFSA funds?

With an LPFSA, your entire annual election amount is available on the first day of the plan year even though you haven't yet contributed that amount.

Can I change my election amount mid-year?

Elections can only be altered if you experience a change in status as defined by IRS regulations, such as a marriage, divorce, birth, or death in your immediate family.

What happens if I don't spend all of my LPFSA by the end of the plan year?

Any unused funds at the end of the plan year are forfeited — also called the “use it or lose it” rule — so be sure you're only allocating dollars for predictable dental and vision expenses. Keep in mind, you may have a carryover or grace period at the end of the plan year. Check the summary plan document your employer provided.

What happens to my LPFSA if my employment is terminated?

Participation in your LPFSA is also terminated. This means that only expenses that were incurred prior to your termination date are eligible for reimbursement.

What's the deadline for submitting claims?

You can submit claims for reimbursement at any time during the same plan year that you incur the expense. You may also have a run-out period at the end of the plan year. Check the summary plan document your employer provided.

Federal Tax Rate	Annual LPFSA Contribution	Annual Tax Savings ³
15%	\$1,500	\$340
15%	\$2,700	\$612
25%	\$1,500	\$490
25%	\$2,700	\$882
33%	\$1,500	\$610
33%	\$2,700	\$1,152

³ For illustrative purposes only. Savings calculations are based on federal tax rate of 15%, state tax rate of 5%, and 7.65% FICA. Actual results may vary.



For additional tools, resources, and FAQs, visit omnifybenefits.com.

