




# Flexible Spending Accounts (FSA)

A flexible spending account lets you use pre-tax dollars to cover eligible health care and dependent care expenses. There are different types of FSAs that help to reduce your taxable income when paying for eligible expenses for yourself, your spouse, and any eligible dependents, as outlined below:

FSA Type	Detail
 Health Care FSA	<ul style="list-style-type: none"><li>• Can reimburse for eligible health care expenses not covered by your medical, dental and vision insurance</li><li>• Maximum contribution for 2020 is <b>\$2,750</b></li></ul>
 Limited Purpose FSA	<ul style="list-style-type: none"><li>• Option for employees enrolled in a Health Savings Account (HSA) eligible plan</li><li>• Use this FSA to reimburse for eligible preventive care, dental and vision expenses</li><li>• Maximum contribution for 2020 is <b>\$2,750</b></li></ul>
 Dependent Care FSA	<ul style="list-style-type: none"><li>• Can be used to pay for a child's (up to the age of 13) child care expenses and/or care for a disabled family member in the household, who is unable to care for themselves</li><li>• Maximum contribution for 2020 is <b>\$5,000</b></li></ul>

## What are the benefits?

- Your taxable income is reduced and your spendable income increases!
- Save money while keeping you and your family healthy.

## How do I use it?

You must enroll in the FSA program within 30 days of your hire date or during annual open enrollment. At this time, you must establish an annual contribution amount within the maximum limit. Once enrolled, you will have online access to view your FSA balance, check on a reimbursement status, and more. Visit [www.goigoe.com](http://www.goigoe.com) to access Igoe's online portal.

## A few rules you need to know:

- Pfenex's FSA plan runs on a calendar year basis, from January 1, 2020 through December 31, 2020
- Our FSA plan allows a grace period where you may carry over up to \$500 from your 2020 Health FSA into to the 2021 plan year
- Pfenex's FSA plan allows an annual run-out period of 90 days, or March 31, 2021, where you may request reimbursement for any expenses that were incurred during the prior plan year (January 1, 2020 to December 31, 2020)

## HOW TO USE YOUR FLEXIBLE SPENDING ACCOUNT



Determine your estimated FSA usage



Set up (pre-tax) deductions from your paycheck



Use FSA debit card or turn in receipts for eligible expenses



Up to \$500 of FSA funds can roll over to the next year