

90 Degree Benefits

A Turn For The Better

Medina County

Plan Dates: January 1, 2025 – December 31, 2025

Incur Expenses: 1/1/2025 – 12/31/2025

Submit Claims by: 3/31/2026

- ✓ *Download the Mobile App!*
- ✓ *Save money using Pre-Tax dollars!*

Health Care (FSA)

- Your Plan includes the carryover option. Up to \$660, unused funds will be transferred to the next plan year.
- Eligible expenses* incurred January 1, 2025 – December 31, 2025, must be submitted to the Stirling Benefits office no later than March 31, 2026.
- Annually you can contribute between \$100 - \$3300. You must re-enroll every year.
- Plan is fully-funded day one, and contributions are deducted pre-tax equally between your paychecks.

*Plan reimburses out-of-pocket 'for medical care' expenses – not considered cosmetic in nature. Generally, any health or medical expenses considered to be tax deductible by the IRS under IRC 213(d) can be reimbursed through the Health Care Flexible Spending Account. However, you cannot take a tax deduction on your tax return and use the Health Care Account for the same expense.

This summary is intended to provide an overview of the benefit offered by your Employer and should be used for information purposes only.

The exact provisions of the Plan are in the Plan Document maintained by the Plan Sponsor. We urge you to consider the accounts and the tax alternatives, and to consult a tax advisor to determine what alternative is best for your particular situation.

For those who choose to participate in the Health and Dependent Care Flexible Spending Accounts, please remember that once you have enrolled in the account, your election cannot increase, decrease or stop unless you have a change in family status.

Additionally, IRS regulations require that any monies left in the account at the end of the Plan Year must be forfeited.

For more information, please visit: <https://90degreesbp.lh1ondemand.com>