

HEALTH & BENEFIT ACCOUNTS

Smarter together

The tax-advantaged way to pay for health, dental and vision expenses.



About HSAs and LPFSAs

A Health Savings Account (HSA) is a personal savings account that works in combination with a high-deductible health plan (HDHP) to let you set aside pre-tax money for health care expenses and helps you keep more money in your pocket.

A Limited Purpose Flexible Spending Account (LPFSA) is an employer-sponsored reimbursement account that allows you to set aside pre-tax money to pay for qualified dental and vision expenses.

How an HSA and LPFSA work together

When using both accounts, it's a good strategy to contribute up to the annual limit to your HSA, because any unused funds carry over year after year. Then, fund your LPFSA for this year's dental and vision expenses as those funds generally need to be spent within the calendar year.

HSA

Maximize contributions and manage spending to grow your account over time.



LPFSA

Use your LPFSA to pay for vision and dental expenses this year.

Use the HSA calculator for help in setting your savings goal.
bofa.ssnc.cloud/hsa

Understanding both accounts

	HSA	LPFSA
2025 contribution limits	Individual coverage: \$4,300 Family coverage: \$8,550 Catch-up contribution: \$1,000 (for those age 55 and over)	\$3,200 <i>Note: Not all plans are the same. Check with your plan provider to confirm your LPFSA contribution limit.</i>
When are funds available?	As you make contributions, those funds become available for use.	Your full contribution amount is available on the first day of coverage in your plan year.
Do the funds expire?	No. Unspent funds carry over year after year. The account is yours to keep, and you never lose it ¹ —even if you change jobs or stop working.	Yes. The “use-it-or-lose-it” rule means that the funds in your LPFSA must be spent during the year, or you lose them (some plans allow for a grace period or limited carryover period). ²

How Chris is using his accounts

During open enrollment Chris plans his health care expenses for the upcoming year. Although he generally only spends \$1,000 for qualified medical expenses, he'll still maximize his HSA contribution to build his savings for future expenses. He's also going to need \$1,500 to pay for dental work, so he'll contribute to his LPFSA to cover that expense. This strategy allows him to potentially save \$1,719 in taxes and be able to carry over \$3,300 from his HSA at the end of the year.

HSA contribution	\$4,300
LPFSA contribution	\$1,500
Total contributions	\$5,800
Federal tax rate (22%)	\$1,276
FICA tax rate (7.65%)	\$443
Potential tax savings	\$1,719
Qualified medical expenses (HSA)	\$1,000
Dental work (LPFSA)	\$1,500
Total annual expenses	\$2,500
HSA balance rollover	\$3,300

Hypothetical results are for illustrative purposes only.



Visit our Learn Center

Find tools and resources to help you manage your health care spending. healthaccounts.bankofamerica.com



Download the app

Get the “MyHealth BofA” app³ directly from the App StoreSM or Google Play.^{TM4}



We're here to help

If you have questions, please call the number on the back of your debit card.

¹ “Never lose it” refers to account portability and annual rollover of accumulated assets; it does not imply you cannot lose money. The investment portion of the HSA account is not FDIC insured, not bank guaranteed and may lose value.

² Health FSA plans may be amended to permit a maximum of \$640 of unused amounts remaining at the end of a plan year to be carried forward to the subsequent plan year OR they may allow for a 2½ month grace period. Employers who so choose may only offer one of the available options: either the carry forward OR the 2½ month grace period. It is not permissible to have both provisions in the plan for a given year. Employers may also choose to offer neither option, so you should check with your employer if you have any questions.

³ Data connection required. Wireless carrier fees may apply. Mobile app not available on all devices.

⁴ App StoreSM is a service mark of Apple Inc. Google PlayTM store is a registered trademark of Google LLC.

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