

| Active Employees | Anthem LPFSA* | |
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| <i>*Disclaimer: This comparison contains the general features of the plans based on our knowledge at the time of this printing and is not intended to replace the legal documents that contain the complete provisions of each plan. Contract terms are outlined in detail in the certificates issue to you by the respective carriers. Final interpretation of any provision of the plan is governed by the master insurance contract and membership agreements on file in the Aerospace Employee Benefits Department.</i> | | |
| Plan Changes are in Orange | 2025 Plan Summary | 2025 Comments |
| Limited Purpose Health Care Reimbursement Account | | |
| Minimum Annual Contribution | N/A | |
| Maximum Annual Contribution | IRS maximum | |
| Auto-submission for health plan expenses | N/A | |
| Auto-submission for drug plan expenses | N/A | |
| Auto-submission for dental plan expenses | Debit card available | |
| Auto-submission for vision plan expenses | Debit card available | |
| Incurral Period | 1/1/2025 - 3/15/2026 | Includes grace period extension. You can use your 2025 FSA funds for any eligible FSA expenses incurred during this period. |
| Run-out period for submitting prior plan expenses | 4/30/2026 | You have until 4/30/2026 to submit reimbursement requests for expenses incurred. |
| Claim payment frequency | Daily | |
| Unused funds at end of run-out period | Forfeited | |