Active Employees	Flexible Spending Accounts - HSABank*	
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.		
Plan Changes are in Orange	**2027 Plan Summary**	**Comments**
Health Care Flexible Spending Account		
Minimum Contribution	$260	
Maximum Contribution	$3,500	This is the 2027 limit released by IRS.
Auto-submission for health plan expenses	Debit card available	
Auto-submission for drug plan expenses	Debit card available	
Auto-submission for dental plan expenses	Debit card available	
Auto-submission for vision plan expenses	Debit card available	
Incurral Period	1/1/2027 - 3/15/2027	Includes grace period extension. You can use your 2027 FSA funds for any eligible FSA expenses incurred during this period.
Run-out period for submitting prior plan expenses	120 days after 12/31/2027	You have 120 days after 12/31 to submit reimbursement requests for expenses incurred.
Claim payment frequency	daily	
Unused funds at end of run-out period	forfeited	
Dependent Care Flexible Spending Account		
Minimum Contribution	$260	
Maximum Contribution	$7,500 ($3,750 if married filling separately)	
Incurral Period	1/1/2027 - 3/15/2027	Includes grace period extension. You can use your 2027 FSA funds for any eligible FSA expenses incurred during this period.
Run-out period for submitting prior plan expenses	120 days after 12/31/2027	You have 120 days after 12/31 to submit reimbursement requests for expenses incurred.
Claim payment frequency	daily	
Unused funds at end of run-out period	forfeited	