

Flexible Spending Accounts

AECOM offers two tax-advantaged FSAs: the Health Care FSA and Dependent Care FSA. Both FSAs are administered by Bank of America Merrill Lynch.

Health Care FSA

A Health Care FSA allows you to set aside dollars (up to \$3,050 for 2024) from your pay on a pre-tax basis to reimburse yourself for qualified medical, dental, and vision expenses. You may use this account without being enrolled in medical coverage.

Dependent Care FSA

A Dependent Care FSA may be used to reimburse yourself for qualified child and dependent care expenses.

The Dependent Care FSA contribution limit is \$5,000 (or \$2,500 if you are married and filing taxes separately) for 2024. Once you set your annual contribution when you enroll, you cannot change that amount during the year (except in the case of certain qualified life events).

And, with an FSA, you lose any unused money at the end of the year, so it's important that you carefully estimate your anticipated eligible expenses for the coming year.

Things to Consider

When deciding whether to enroll in FSAs, be sure to consider the following:

Your medical option

If you enroll in the Silver, Gold, or Platinum coverage level, you can use the Health Care FSA to pay for qualified medical, dental, and vision expenses.

If you enroll in the Bronze or Bronze Plus coverage level and **do not** enroll in a Health Savings Account (HSA), your Health Care FSA will be a full purpose Health Care FSA and can be used to pay for qualified medical, dental and vision expenses.

If you enroll in the Bronze or Bronze Plus coverage level, and **do** enroll in an HSA, your Health Care FSA will be a limited purpose Health Care FSA and can only be used to pay for qualified dental and vision expenses only.

Tax savings

Do you have moderate to high health care or dependent care expenses? If so, an FSA could help reduce how much you pay in taxes.

Your expected expenses

Because you lose any unused FSA money at the end of the year, you need to carefully estimate your anticipated eligible expenses for the coming year. You should only set aside FSA dollars for eligible expenses you know to expect.



Important FSA Rules

Once you enroll and set your annual contribution, you cannot change that amount during the year (except in the case of certain qualified life events).

You lose any unused money at the end of the year, so carefully estimate your eligible expenses for the coming year.