






MAXIMIZE YOUR SAVINGS WITH A SPENDING ACCOUNT

Whether you're young and single, have a growing family or are approaching retirement, a Health Savings Account or Flexible Spending Account is your emergency fund to cover inevitable costs. They can help you pay for eligible medical, dental, and vision expenses, and you'll also get a tax break for using one!

KEY FEATURE	Health Savings Account (HSA)	Flexible Spending Account (FSA)	Limited Purpose FSA (LPFSA)	Dependent Care FSA (DCFSA)
Available with				Not plan dependent
IRS Limit	\$4,300 individual \$8,550 family \$1,000 catch up (55+)	\$3,200*	\$3,200*	\$5,000 for joint tax filers \$2,500 for single or separate tax filers
Rollover	Yes, funds are yours to keep	No, unused funds from the 2025 plan year are forfeited.	No, unused funds from the 2025 plan year are forfeited.	No, unused funds from the 2025 plan year are forfeited.
Eligible Expenses	Eligible Medical, Dental and Vision expenses	Eligible Medical, Dental and Vision expenses	Eligible Dental and Vision expenses	Eligible child or adult dependent care expenses (like day camps, after-school care, in-home care through a babysitter, nanny, or au pair)
Additional Features	Grow your HSA more quickly by investing your HSA balance once it reaches \$1,000, kind of like a 401(k) nest egg for health care.	N/A	Can be paired with an HSA to help pay for additional Dental and Vision expenses as well as medical after deductibles are met.	N/A
More Info	Learn more about HSAs here or check out the HSA User Guide .	Learn more about FSAs here .	Learn more about FSAs here .	Learn more about DCFSAs here .

*The 2024 annual IRS contribution limits are \$3,200 (health care FSA). The 2025 IRS contribution limits have not yet been released. Mr. Cooper will honor any increase to the 2025 IRS contribution limit after release.



HEALTH SAVINGS ACCOUNT (HSA)

[Health Savings Accounts](#) allow you to set aside tax-free dollars pay for [eligible medical, dental, and vision expenses](#) under the Bronze Plus High Deductible Health Plan (HDHP) coverage level. HSAs are triple tax-advantaged, meaning it's tax-free when it goes in, tax-free as it grows, and tax-free when you spend it! Another great advantage is that you can change your contributions at any time.

You can save the funds for medical expenses in retirement or use as needed to cover out-of-pocket expenses throughout the year. With this account, the money is yours to keep, year over year, and even if you leave Mr. Cooper Group. You can even open an investment account when your balance reaches \$1,000.

Take the
Spender or
Saver Quiz

Calculate your
future
healthcare
expenses

HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)

[Health Care FSAs](#) allow you to set aside tax-free dollars pay for [eligible medical, dental, and vision expenses](#) under the Bronze, Silver, Gold and Platinum coverage levels. The total amount of your annual election is available at the beginning of the plan year to use for out-of-pocket expenses throughout the year. With this account, any unused funds do not roll over from year to year.

LIMITED PURPOSE FLEXIBLE SPENDING ACCOUNT (LPFSA)

[Limited Purpose FSAs](#) allow you to set aside tax-free dollars pay for [eligible dental and vision expenses](#) under the Bronze Plus High Deductible Health Plan (HDHP) coverage level. Once you meet your plan deductible, these funds can also be used to pay for eligible medical expenses. The total amount of your annual election is available at the beginning of the plan year to use for out-of-pocket expenses throughout the year. With this account, any unused funds do not roll over from year to year.

DEPENDENT CARE FSA (DCFSA)

A [Dependent Care FSA](#) allows you to set aside tax-free dollars to pay for [eligible child or adult dependent care expenses](#). In addition to care options such as day camps and after-school care, in-home care through a babysitter, nanny, or au pair would be eligible. With this account, you gain access to your funds as your account builds. Eligible claims are then submitted for reimbursement.

Eligible dependents:

- Children under the age of 13
- Disabled dependents, such as elderly parents

Why use a dependent care spending account?

- Save more on taxes.
- You're never taxed on your contributions.