

FSA FAQs	Health Care FSA	Dependent Care FSA
<b>When will my account be funded?</b>	Your full Health Care FSA election amount is available on the effective date of your election. You can receive reimbursement for the full amount of an eligible expense, up to the total amount you elected to contribute for the year.	Your Dependent Care FSA will be funded as money is deposited from each of your paychecks to your account. You will only receive reimbursement for the amount deposited into your account as of the date of reimbursement.
<b>What expenses can be reimbursed?</b>	Deductibles, copays, coinsurance, and other eligible, unreimbursed expenses related to medical, prescription drugs, dental, vision, and hearing care; over-the-counter medications without a prescription, such as Tylenol and other pain relievers, heartburn medications, and allergy relief medications; feminine care products, such as tampons, pads, liners, cups, and sponges.	The cost of child care for children age 12 and under, after-school care, and adult day care for dependents living with you, that allows you and your spouse to work, or you to work and your spouse to attend school full-time.
<b>What's the maximum amount I can contribute?</b>	\$3,300 per employee in 2025	\$5,000 per household in 2025
<b>Is there a grace period?</b>	If you enroll in the Health Care FSA or Dependent Care FSA, you will have a grace period through March 15 <sup>th</sup> , 2026, to incur new expenses using unspent 2025 FSA money.	
<b>What happens to my account if I leave Otsuka?</b>	Any money left in your Health Care FSA when you leave Otsuka will be forfeited—you cannot take the money with you. Make sure to use all the money in your account before your last day at Otsuka. If you participate in the Dependent Care FSA, you will have until March 15 <sup>th</sup> , 2026, to incur additional eligible dependent care expenses; claims must be filed by March 31 <sup>st</sup> , 2026.	

The maximum annual election for highly compensated employees will be limited to \$3,500.