



Annual FSA Open Enrollment AND UHC/Health Savings Account (HSA) Special Enrollment Period Plan Year 2022

**Enroll through Workday - Open Enrollment Period
November 15, 2021 through November 30, 2021**

Health Care FSA \$2,850 Annual Limit

Use pre-tax \$ to pay for health care expenses for you and your eligible dependents that are not paid by your insurance. This includes co-payments, deductibles and co-insurance for medical, dental and vision expenses. Also, includes some over-the counter items.

NEW THIS YEAR: Limited Health Care FSA \$2,850 Annual Limit

Use pre-tax \$ for Vision and Dental Expenses only – this plan is to help you offset vision and dental expenses **when you are enrolled in the Austal UHC / Health Savings Account Medical Plan.**

Dependent Care FSA \$5,000 Annual Limit

Use pre-tax \$ to pay for dependent care expenses for your eligible dependents. Must be licensed day care, afterschool care or eldercare. (the Dependent Care FSA is not used for medical expenses)

See detailed FSA Information attached (click here for information)

REMINDER – FSA Enrollment is required for each calendar year participation (Jan 1 – Dec 31)

NEW!!! United HealthCare w/Health Savings Account (HSA) SPECIAL ENROLLMENT PERIOD

If you were not able to enroll in the UHC/HSA Plan at open enrollment this year because you elected the Health Care FSA Plan for 2021, this is your chance. Austal is offering the opportunity for employees to enroll in the UHC / Health Savings Account Plan effective 1/1/2021.

See attached “Introduction to Health Savings Accounts” for information regarding the HSA and enrollment in the UHC w/HSA Medical Plan. (click here for information)