

FLEXIBLE SPENDING ACCOUNT

Adoption Assistance



What is an Adoption Assistance FSA work?

An Adoption Assistance Flexible Spending Account (FSA) allows you to set aside pre-tax dollars for eligible domestic (in the U.S.) or foreign adoption expenses.

You choose an annual election amount, **up to \$17,670 in 2026**. The money is placed in your account via payroll deduction, in equal installments, and then used to pay for eligible adoption assistance expenses incurred during the plan year.

Is an Adoption Assistance FSA right for you?

If you expect to incur adoption expenses during your plan year, you'll want to take advantage of the savings an Adoption Assistance FSA offers. Money contributed to an Adoption Assistance FSA is free from federal and state taxes; you'll still have to pay taxes associated with Social Security. The contribution amount remains tax-free when it is spent on eligible adoption expenses. In addition, you must also report these expenses as part of your income tax filing.

Mobile and online access

NueSynergy makes it easy to access and manage your health care FSA information.

- **NueSynergy smart mobile app:** Our smart mobile app provides real-time, secure benefit account access anywhere at any time. You can even shop for providers and pharmacies based on cost, quality and location.
- **NueSynergy member portal:** Log in to our website, www.NueSynergy.com, as a member and you'll have a wide variety of tools and resources available to you.

How do I use my Adoption Assistance FSA to pay for eligible expenses?

You can use the NueSynergy smart debit card we'll provide to pay for eligible adoption assistance expenses. Or you can pay with your personal funds and submit a claim for reimbursement.

Simple to use and easy to save

An Adoption Assistance FSA is easy to use and simple to understand. Here are some helpful hints to know before you take advantage of your tax savings:

- You must have funds in your adoption assistance FSA before you can spend them.
- Save your receipts and detailed court documents when you spend your Adoption Assistance FSA dollars. You may need itemized invoices to verify the eligibility of expenses or for reimbursement requests.
- The easiest way to manage your account is online at www.NueSynergy.com or through the NueSynergy smart mobile app.
- You can't change your election amount during the plan year, unless you experience a change in status or qualifying event (like a marriage, divorce, etc.).
- Any unused funds that remain in your account at the end of the year will be forfeited. Plan carefully and use all the money in your Adoption Assistance FSA by the end of the plan year.



Convenient & Controlled.
Tax savings for adoption expenses.

Annual tax-free contribution
of up to \$17,670 in 2026.

Have questions or need more
information? Call 855-890-7239.



Example of qualifying expenses

Your Adoption Assistance FSA can cover costs for eligible adoption-related expenses. Here's an example:

- Adoption agency fees
 - » Children under age 18
 - » Person who is physically or mentally incapable of self-care
 - » Special needs child
- Court costs
- Attorney fees
- Travel expenses, including meals and lodging, while away from home
- Home study and application fees
- Agency fees
- Medical services and counseling

Example of non-qualifying expenses

There are certain expenses that are not eligible for reimbursement from your Adoption Assistance FSA. Here's an example:

- Expenses incurred in a prior plan year
- Surrogate parent fees
- Fees to adopt a stepchild
- Fees for legal guardianship
- Fees that have been reimbursed from any other source
- Fees or expenses that violate state or federal law

More information about eligible expenses

For more information about the Adoption Assistance FSA, visit our website at www.NueSynergy.com.

ADOPTION ASSISTANCE FSA

Frequently Asked Questions

How does this impact my right to take the adoption expense tax credit on my tax return?

You may be able to take both, but we advise you to speak with your own tax advisor directly about this before making a final tax determination.

If I elect the Adoption Assistance FSA now, are any of my expenses from prior years eligible for reimbursement?

No. You can only claim expenses for reimbursement in the year that you have the FSA.

What happens if I enroll and the adoption falls through?

If the adoption was cancelled, you can stop your election. This means that you can stop any more payroll contributions into the FSA. You can't get a refund of any money left in your FSA. You would forfeit that money because of the Adoption Assistance FSA "use-it-or-lose-it" rule.

Is there an income limit for the Adoption Assistance FSA?

Yes. It's based on your modified adjusted gross income (MAGI). For 2025, if your MAGI was:

- More than \$252,150 then you will not be able to contribute the full \$17,280 to the FSA.
- More than \$292,150, then you can't use the FSA.

When will I have access to my Adoption Assistance FSA funds to reimburse claims?

Funds are available to reimburse adoption claims once they have been withheld from your pay, based on your adoption assistance benefit election, and that have not already been used to reimburse adoption expenses.

If you submit a claim for more than the amount available in your Adoption Assistance FSA, you will immediately receive your balance and then, as additional money is withheld from your paycheck for adoption benefits and sent to NueSynergy, it would be sent to you as additional benefit payments until the claim is fully paid.

What happens if I overestimate my adoption expenses and have money left at the end of the plan year?

The Adoption Assistance FSA "use-it-or-lose-it" rule applies. This means you would forfeit any money left in your Adoption Assistance FSA.

What is a Special Needs Child?

A special needs child must be a U. S. citizen or resident, and must be certified by the state of his or her residence to meet its definition of a special needs child.