

## 2025 Flexible Spending Accounts (FSA) and Health Savings Account (HSA) Cut Off Dates by Pay Date

You submit your FSA/HSA election/change between these dates:		The election, if applicable, will be divided by these remaining number of pay periods**:	Your payroll contributions (and Adobe's, if applicable) will change on this paycheck:
From	To		
12/12/2024	12/19/2024	26	1/3/2025
12/20/2024	1/8/2025	25	1/17/2025
1/9/2025	1/22/2025	24	1/31/2025
1/23/2025	2/5/2025	23	2/14/2025
2/6/2025	2/19/2025	22	2/28/2025
2/20/2025	3/5/2025	21	3/14/2025
3/6/2025	3/18/2025	20	3/28/2025
3/19/2025	4/2/2025	19	4/11/2025
4/3/2025	4/16/2025	18	4/25/2025
4/17/2025	4/29/2025	17	5/9/2025
4/30/2025	5/14/2025	16	5/23/2025
5/15/2025	5/28/2025	15	6/6/2025
5/29/2025	6/11/2025	14	6/20/2025
6/12/2025	6/18/2025	13	6/27/2025
6/19/2025	7/9/2025	12	7/18/2025
7/10/2025	7/23/2025	11	8/1/2025
7/24/2025	8/6/2025	10	8/15/2025
8/7/2025	8/20/2025	9	8/29/2025
8/21/2025	9/3/2025	8	9/12/2025
9/4/2025	9/17/2025	7	9/26/2025
9/18/2025	10/1/2025	6	10/10/2025
10/2/2025	10/15/2025	5	10/24/2025
10/16/2025	10/29/2025	4	11/7/2025
10/30/2025	11/12/2025	3	11/21/2025
11/13/2025	11/24/2025	2	12/5/2025
11/25/2025	12/10/2025	1	12/19/2025
12/11/2025	12/19/2025	0	1/2/2026

\*If you submit a life event when there are zero pay periods remaining, you should not make any changes to your current year FSA elections. Instead, make an Open Enrollment Election change for the following plan year.

\*\*Pay period division does not apply to HSA lump-sum elections based on specific payroll dates.

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12/21/2023	1/9/2024	25	1/19/2024
1/10/2024	1/24/2024	24	2/2/2024
1/25/2024	2/7/2024	23	2/16/2024
2/8/2024	2/21/2024	22	3/1/2024
2/22/2024	3/6/2024	21	3/15/2024
3/7/2024	3/20/2024	20	3/29/2024
3/21/2024	4/3/2024	19	4/12/2024
4/4/2024	4/17/2024	18	4/26/2024
4/18/2024	5/1/2024	17	5/10/2024
5/2/2024	5/15/2024	16	5/24/2024
5/16/2024	5/29/2024	15	6/7/2024
5/30/2024	6/12/2024	14	6/21/2024
6/13/2024	6/19/2024	13	6/28/2024
6/20/2024	7/10/2024	12	7/19/2024
7/11/2024	7/24/2024	11	8/2/2024
7/25/2024	8/7/2024	10	8/16/2024
8/8/2024	8/21/2024	9	8/30/2024
8/22/2024	9/4/2024	8	9/13/2024
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9/19/2024	10/2/2024	6	10/11/2024
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10/17/2024	10/30/2024	4	11/8/2024
10/31/2024	11/13/2024	3	11/22/2024
11/14/2024	11/27/2024	2	12/6/2024
11/28/2024	12/11/2024	1	12/20/2024
12/12/2024	12/19/2024	0	1/3/2025

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