

# Health Care Flexible Spending Accounts



## **What is a Health Care Flexible Spending Account [FSA]?**

A Health Care FSA is an account that is used to pay for eligible health care expenses. This account is funded through convenient payroll deductions.

## **What's In It For You?**

Savings! The amount that you designate is deposited before any applicable federal and state income tax withholding, Social Security and Medicare taxes are deducted.\* This means that the funds you set aside to pay for your health care expenses are tax-free...saving you money.

## **How Much Should You Contribute?**

Participating in an FSA does require careful planning, however the benefits make these efforts pay off in the long run. You need to carefully estimate your expenses for the upcoming year in order to determine how much to contribute to your FSA. To get started, estimate the number of copays, prescription medications and allowable over-the-counter items that you use and purchase throughout the year.

It's important to point out that if you do not submit your claims after the plan year has ended during the employer-designated time frame, you will have to forfeit any money left in your account per IRS regulations. Some employers may offer a Grace Period to extend the amount of time you have to incur and submit claims or a carryover program.

## **Receiving Reimbursement...Easy & Convenient!**

FSA participants receive a prepaid FSA debit card which allows for immediate reimbursement on eligible goods and services. FSA debit card works like a Visa® Card, with the value of your contribution stored on it. Whenever you have an eligible purchase at a business that accepts Visa®, simply use your Card. When not using the FSA debit card, you can file your claim electronically through myFlexDollars.com or the mobile app, or you can submit a paper claim for reimbursement via check or direct deposit.

\* Tax savings may vary from state to state

The reason many people pass up the opportunity to participate in a Health Care FSA is simply because they don't understand its use and potential savings. You may think you don't have a use for an FSA, but the truth is, almost anyone can benefit. You can pay for medical/dental deductibles and copays, many prescription and over-the-counter health care products, vision care expenses and much, much, more! For a complete list of eligible items and services, visit <http://fsastore.com/FSA-Eligibility-List.aspx>.

**Did you know that these commonly used items and services are all covered FSA expenses?**

***What's in it for you?***



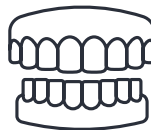
**Prescriptions**



**Bandages**



**Contact Solution**



**False Teeth**



**X Rays**

# FSA FAQs

## How does an FSA work?

First you choose how much money you would like automatically deducted from your paycheck each pay period to be placed in your Health Care FSA. Then you can access your contributions by using the benefits card or submitting a claim.

## When can I start using the money in my FSA account?

You can access your entire election at the start of your employer's benefit plan year.

## When do I choose my contribution amount and can I change it anytime?

Contribution amounts are chosen during Open Enrollment or upon new hire and meeting your plan's eligibility requirements. Once your election becomes effective, you won't be able to change it until the next Open Enrollment period or unless you experience a Qualifying Life Event. Check with your employer for specific eligibility status change rules.

## What is an example of the potential savings earned from using a Health Care FSA?

You Deposit:	\$3,300 in your FSA
Increase to take home pay:	\$762.50 In Yearly Savings*

\* Actual tax savings is dependent upon your state and tax bracket. Savings calculated based on filing jointly in the 25% income tax bracket.

## What happens if I don't use all of the money in my FSA by the end of the plan year?

By law, employers are not allowed to return leftover money to employees (unless your plan has a \$660 carryover feature\*), so any money left in your account will be forfeited. This may sound risky, but only a very small percentage of FSA plan participants ever actually lose money. To avoid this issue, you can keep track of your balance throughout the year using myFlexDollars.com.

**Want to learn more about FSAs?**  
**Call us at 1-800-307-0230**

