

Medical Flexible Spending Accounts:

# The simple way to save for health expenses.



**Boost your spendable income while keeping health care costs under control.**

It's time to take a closer look at the advantages of a Flexible Spending Account (FSA). Your future self will thank you.



What is a Medical FSA?

A Medical FSA is a special account you put pretax money into to pay for health costs that aren't reimbursed by insurance. These can range from copays to prescription costs to over-the-counter items like pain relievers and allergy medicine.

➤ See our [Qualified Expense List](#) to find out everything that may be reimbursable.



Bonus: Tax benefits.

You don't pay taxes on the money you contribute to a Medical FSA, so you'll save an amount equal to the taxes you would have paid.

➤ **That could add up to \$154 in spending money each month!\***

## A look at the details.

- Medical FSA **contributions will be deducted directly from your paycheck** pre-tax.
- These are **employer-owned accounts**, so they're not portable if you leave your employer.
- Plans run for 12 months (typically starting on January 1) and you must **enroll/re-enroll every year**.
- Contribution limits are **\$3,050 for 2023**.
- You have to use all of the funds within the plan year or you could lose them. **Some employers offer a carryover or grace period**.
- You typically have **90-120 days to file claims** after the end of the plan year.

## Employees receive:



Web access to transaction history, available benefits, and claims history



A single debit card to be used at the point of service (*for employees whose employers select a debit card option*)



Fast and accurate claims reimbursements



A free online calculator to plan savings



Access to the online FSA store

## So, let's get started.

**It's easy – just select a Medical FSA** during open enrollment, and you'll be on your way to making the most of your money.



**Contact your HR department with questions or fill out the enrollment form to get started. Your future self will be glad you did.**

\*Based on a \$4,000 monthly gross income. For illustrative purposes only. Exact savings will vary based on the individual's tax bracket.

If you are enrolled in a Health Savings Account (HSA), a Limited Purpose FSA is the only type of FSA that can be combined with the HSA.

The content of these materials is general in nature and is for informational purposes only. It does not constitute legal or tax advice.

