

Flexible Spending Account

| FSA





What is a Flexible Spending Account?



Set money aside, before taxes, for healthcare expenses.
(Save up to 30% on eligible healthcare expenses!*)



All funds available day 1



Plan ahead

*Based on a 30% tax bracket.

Medical FSA Eligible Expenses

What does it cover?

There are thousands of eligible items, including:

- Copays and coinsurance
- Doctor visits and surgeries
- Over-the-counter medications (first-aid, allergy, asthma, cold/flu, heartburn, etc.)
- Prescription drugs
- Birthing classes
- Dental and orthodontia
- Frames, contacts, prescription sunglasses, etc.



Limited FSA Eligible Expenses



Dental, Vision, Preventative

What does it cover?

There are thousands of eligible items, including:

- Dental and orthodontia office visits and expenses
- Dental implants, veneers, dentures and bridges
- Optometrist and ophthalmologist visits and expenses
- Eyeglasses, contacts, prescription sunglasses, solutions and drops



Can be paired with
a health savings
account (HSA)!

Combination FSA Eligible Expenses



Dental, Vision, Preventative

What does it cover?

There are thousands of eligible items, including:

- Dental and orthodontia office visits and expenses
- Dental implants, veneers, dentures and bridges
- Optometrist and ophthalmologist visits and expenses
- Eyeglasses, contacts, prescription sunglasses, solutions and drops



Can be paired with
a health savings
account (HSA)!

After you hit the IRS deductible, your Combination FSA can cover eligible out-of-pocket medical expenses just like a Medical FSA.

FSA Annual Contribution Limit

2022 Medical FSA maximum annual election: **\$2,850**

- Contribute and spend funds tax-free
- Pay for eligible out-of-pocket healthcare expenses
- Employer contribution (if applicable)

Check with your employer to confirm how many days you have to submit claims for reimbursement after the plan year ends.

Use-or-lose

Don't forget to spend your FSA dollars. Any money over \$570 will be forfeited from your account at the end of the plan year.

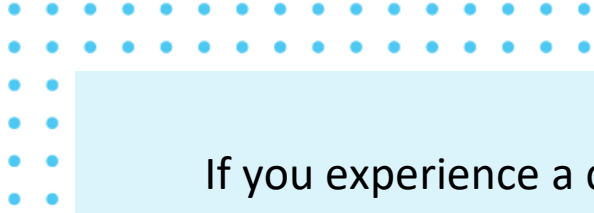


Changes to Your FSA Election

To make changes to your election after open enrollment, you need to experience a qualifying life event.

These events include:

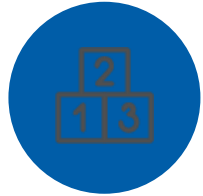
- Change in marital status
- Change in the number of dependents
- Change in employment status



If you experience a qualifying life event, your employer can help you change your election.



What is a Dependent Care FSA?



Set money aside, before taxes, for dependent care expenses.



Tax savings



To be eligible for a dependent care FSA, both you and your spouse (if applicable) must work, be looking for work or be full-time students.

What does it cover?

The list includes, but is not limited to:

- Child care center, babysitter, nanny (birth through age 12)
- Summer day camp
- Before- or after-school care
- Disabled dependent and/or spouse care
- Elder care



Dependent Care FSA Annual Contribution Limit

Dependent Care FSA maximum annual election:

\$5,000 per household

\$2,500 per person (if married or filing separately)

- Contribute and spend funds tax-free
- Pay for eligible out-of-pocket healthcare expenses
- Employer contribution (if applicable)

Use-or-lose

Don't forget to spend your FSA dollars. Any money over \$570 will be forfeited from your account at the end of the plan year.

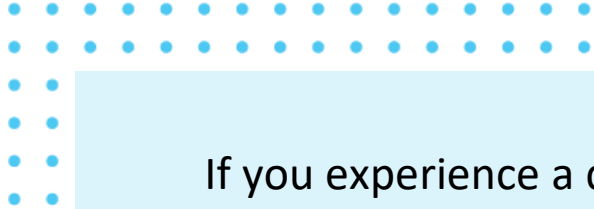
Check with your employer to confirm how many days you have to submit claims for reimbursement after the plan year ends.

Changes to Your Dependent Care FSA Election

To make changes to your election after open enrollment, you need to experience a qualifying life event.

These events include:

- Change in marital status
- Change in the number of dependents
- Change in employment status
- There is a change in daycare providers
- Your child turns age 13
- The cost of qualified daycare expenses increases or decreases
- There is a judgment, decree or order requiring a change in coverage



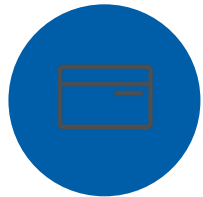
If you experience a qualifying life event, your employer can help you change your election.

Leveraging Your Account

Once enrolled, you will have access to:



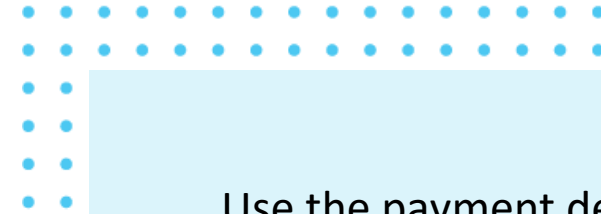
Online account



Payment debit card



Mobile app



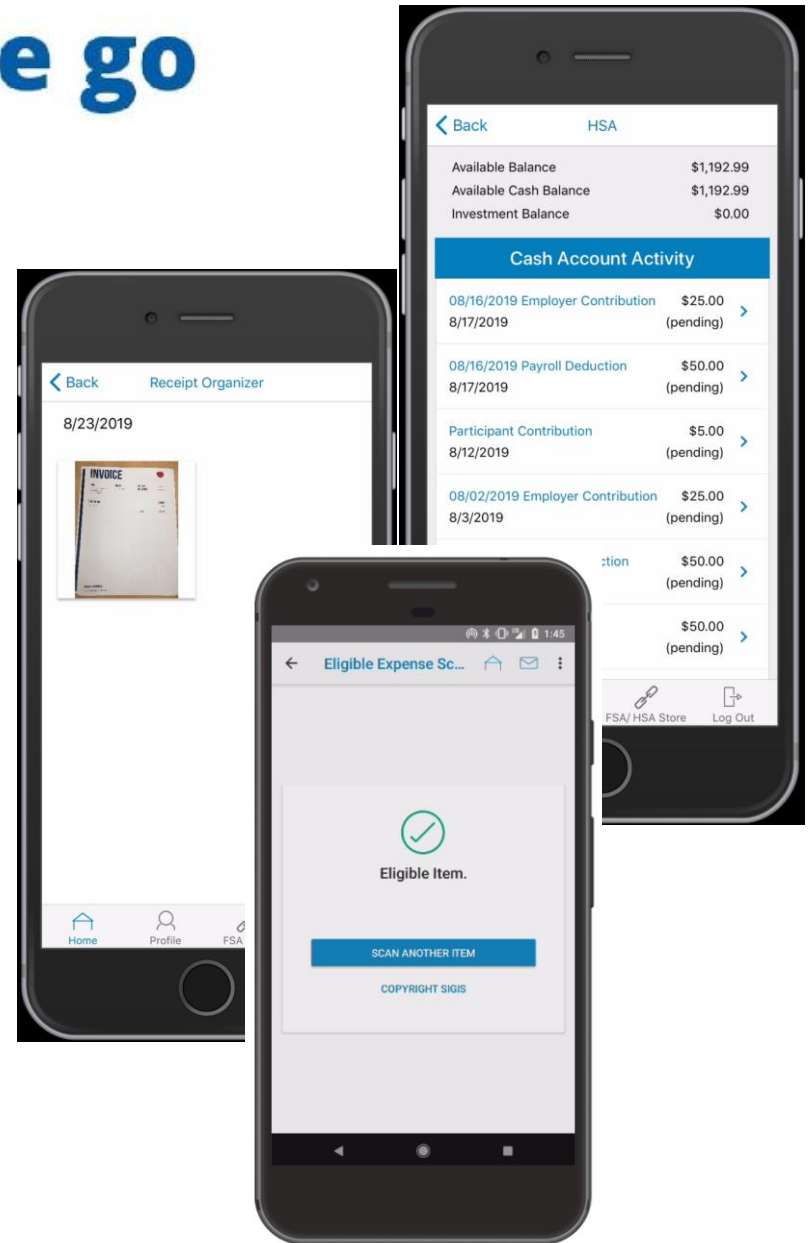
Use the payment debit card to pay for FSA eligible expenses or pay out of pocket and request a distribution from your account through your online account or mobile app.

Sign up for text alerts to stay up to date on your account.

Manage Your Benefits on the go

The mobile app allows you to:

- Use fingerprint login to access account(s) with ease
- Check balances & account details
- View 'Account Snapshot' to obtain key account info
- Submit and check claims requiring receipts
- Snap a photo of a receipt and submit with a new or existing claim, or store in the device's camera roll for later use in claim filing
- Scan a product bar code to determine eligibility as a qualified medical expense
- Access account funds to pay yourself or someone else, such as a doctor
- View important messages about account(s) and get notifications via text alerts
- Click to call or email customer service to report a debit card as lost or stolen



Thank You!

