

# FLEXIBLE SPENDING ACCOUNTS (FSAs): A SIMPLE way to SAVE



## EMPOWERING YOU TO BUILD HEALTH SAVINGS

### A simple way to save

Take advantage of significant tax savings by participating in a flexible spending account (FSA). You can elect to have a portion of your paycheck contributed pre-tax to pay for qualified medical expenses such as deductibles, co-payments, dental and vision. A dependent care FSA (DCRA) may also be offered for similar tax savings on qualified dependent care expenses.

### Healthcare FSA

Funds from a healthcare FSA can be used for qualified expenses including medical, dental, vision, deductibles, co-payments and coinsurance. For a full list of qualified expenses allowed by the IRS, see IRS Publication 502.<sup>1</sup> With healthcare FSAs, the entire elected amount is available to you on the first day of the health plan year. You don't have to wait for your payroll contributions to accumulate before paying expenses with your FSA.

### Use it or lose it

FSAs are generally use it or lose it plans. This means that amounts in the FSA at the end of the plan year generally cannot be carried over to the next year. However, the plan can provide for either a grace period or a carryover. Additionally, if an account holder leaves an employer or retires, unused funds are forfeited. For more details, see IRS publication 969 or consult a tax advisor.

### Limited carryover

Some plans may allow up to \$500 of unused FSA funds remaining at the end of a plan year to be carried over to the next year. Ask your benefits team for details about your plan's FSA carryover and/or grace period policy.



**HealthEquity**<sup>®</sup>

15 West Scenic Pointe Drive  
Draper, UT 84020 | [www.HealthEquity.com](http://www.HealthEquity.com)

<sup>1</sup> Insurance and prepaid long term care are not eligible for reimbursement of FSA. It's the member's responsibility to ensure that the expenses are eligible under the employer's plan. One should consult a tax advisor as individual factors and situations vary.

# HOW FSAs WORK

## FSA Eligibility

Typically anyone whose employer offers an FSA can participate, including employees not covered under the employer's health plan. Your employer may exclude certain types of employees, such as part-time, seasonal or temporary. Ask your employer benefits team to verify eligibility.

## 1. Sign up

During your employer's open enrollment at the beginning of each plan year, sign up to participate in an FSA. Select the option that best meets your needs and then determine the amount you would like to contribute from your pre-tax earnings.

## 2. Contribute

Your employer will arrange to have the determined amount of your pre-tax earnings contributed to your FSA. Typically the amount withheld from your paycheck is equal each pay period.

## 3. Use your funds

When you incur a qualified expense, you can either pay with the HealthEquity Visa® Reimbursement Account Card<sup>1</sup> provided by some plans or submit the expenses through the HealthEquity online tool for reimbursement. Remember to save all receipts; you'll need them for reimbursements and to validate your expenses with your employer or administrator.

Learn more at:  
[HealthEquity.com/FSAlearn](https://www.healthequity.com/FSAlearn)

<sup>1</sup> This card is issued by The Bancorp Bank, pursuant to a license from U.S.A. Inc. Your card can be used everywhere Visa debit cards are accepted for qualified expenses. This card cannot be used at ATMs and you cannot get cash back, and cannot be used at gas stations, restaurants, or other establishments not health related. See Cardholder Agreement for complete usage restrictions. Nothing in this communication is intended as legal, tax, financial or medical advice. Always consult a professional when making life changing decisions. In addition to restrictions imposed by law, your employer may limit what expenses are eligible for reimbursements. It's the member's responsibility to ensure that the expenses are eligible under the employer's plan.  
Copyright © 2018 HealthEquity, Inc. All rights reserved. FSAs\_simple\_way\_to\_save\_July\_2018

## Account mentors

Helpful support for our members  
is available every hour of every day

Our team of specialists based in Salt Lake City are available 24 hours a day, providing you with the tools and information you need to optimize your FSA. They can answer any questions you may have.

**866.346.5800**

