



Health Care FSA with Carryover

Using a Flexible Spending Account (FSA) is a great way to stretch your benefit dollars. You use before-tax dollars in your Health Care FSA to reimburse yourself for eligible out-of-pocket medical, dental and vision expenses. That means you can enjoy tax savings and increased take-home pay—all with the convenience of a NetBenefits AccessCardSM. Plus, you can carryover a portion of your remaining funds from one year to the next, reducing your risk of losing dollars at the end of the plan year. The maximum amount you may carryover is set by your employer and cannot exceed the IRS maximum of \$500.

WHAT IS A HEALTH CARE FSA?

With a Health Care FSA, you elect to have your annual contribution deducted from your paycheck each pay period, in equal installments throughout the year, until you reach the amount you have specified. The maximum amount you may elect is set by your employer and cannot exceed the IRS maximum for the year. The amount of your pay that goes into an FSA will not count as taxable income, so you will have immediate tax savings. Health Care FSA dollars can be used during the year to pay for qualified medical expenses.

With an FSA account, you'll receive access to a secure, easy-to-use web portal where you can track your account balance, view your claims history and submit requests for reimbursements.

In addition, you'll receive a convenient NetBenefits AccessCardSM to make it easy to pay for eligible services and products not covered by your health plan. When you use the NetBenefits AccessCardSM, payments are automatically withdrawn from your account. Just swipe the card and go. Most expenses can be validated through the card transaction, but you may be prompted to provide a copy of the receipt for certain transactions in accordance to IRS regulations. When required, receipts can be easily uploaded to the consumer portal online.



WHAT YOU CAN DO WITH A HEALTH CARE FSA

An FSA is a great way to pay for expenses with pre-tax dollars

- **Enjoy tax savings** with pre-tax contributions and tax-free reimbursements for qualified medical expenses
- **Quickly and easily access funds** using the NetBenefits AccessCardSM at point of sale, or request to have funds directly deposited to your bank account via online portal.
- **Reduce filing hassles and paperwork** by using your NetBenefits AccessCardSM.
- **Enjoy secure access** to a convenient Consumer Portal available 24/7/365.
- **File claims easily online** (when required) and let the system determine approval based on eligibility and availability of funds.
- **Stay up to date on balances** and action required with automated email alert and convenient portal home page messages.
- **Get one-click answers** to benefits questions.
- **Use it or Carry It Over.** And now a portion of your unused Health Care FSA balance can be carried over into the next plan year instead of you "losing it" - making enrollment in an FSA much less risky. This gives you more flexibility to spend your FSA money when you need it. You can use it for necessary out-of-pocket qualified medical expenses, rather than feeling pressured to engage in last minute and potentially unnecessary spending at the end of the year.

IS A Health Care FSA RIGHT FOR ME?

An FSA is a great way to pay for expenses with pre-tax dollars. A Health Care FSA can be used if you or your eligible family members:

- have out-of-pocket expenses like co-pays, coinsurance, or deductibles for health, prescription, dental or vision plans.
- have a health condition that requires the purchase of prescription medications on an ongoing basis.
- wear glasses or contact lenses or are planning LASIK surgery.
- need orthodontia care, such as braces, or have dental expenses not covered by your insurance.

PLAN AHEAD

Before you enroll, you must first decide how much you want to contribute to your account. You will want to spend some time estimating your anticipated eligible medical, dental and vision expenses for the year, but know that you don't have to worry about losing unused funds (up to the amount set by your employer).

Throughout the year, you'll likely find yourself with expenses for yourself and your eligible family members that your health plan won't cover. By taking advantage of an FSA, you can reduce your taxable income and pay for out-of-pocket medical expenses.



The amount you save in taxes with a Flexible Spending Account will vary depending on: the amount you set aside in the account; your annual earnings; whether or not you pay Social Security taxes; the number of exemptions and deductions you claim on your tax return; your tax bracket; and your state and local tax regulations. Check with your tax advisor for information on how participation will affect your tax savings.