



Flexible Spending Accounts —

REAL SAVINGS. REAL SIMPLE.

Using a Flexible Spending Account (FSA) is a great way to stretch your benefit dollars. You use before-tax dollars in your FSA to reimburse yourself for eligible out-of-pocket medical and dependent care expenses. That means you can enjoy tax savings and increased take-home pay. And that makes real sense.

What is an FSA?

With an FSA, you elect to have your annual contribution (up to the \$2,550 limit set by the IRS) deducted from your paycheck each pay period, in equal installments throughout the year, until you reach the yearly maximum you have specified. The amount of your pay that goes into an FSA will not count as taxable income, so you will have immediate tax savings. FSA dollars can be used during the plan year to pay for qualified expenses and services.

- **A Healthcare FSA** allows reimbursement of qualifying out-of-pocket medical, prescription, dental, and vision expenses.
- **A Limited Purpose Medical FSA** works with a qualified high deductible health plan (HDHP) and Health Savings Account (HSA). A limited FSA only allows reimbursement for vision and dental expenses.
- **A Dependent Care FSA** allows reimbursement of dependent care expenses, such as daycare expenses or pre-school expenses incurred by eligible dependents while their parents are working.

With an FSA you can:

- Pay for qualified expenses with pre-tax dollars
- Enjoy significant tax savings with pre-tax deductible contributions and tax-free distributions
- Enjoy secure access to accounts using a convenient Consumer Portal available 24/7/365
- File claims easily online and let the system determine approval based on eligibility and availability of funds
- Get one-click answers to benefits questions

Is an FSA right for me?

A **Healthcare FSA** could save you money if you or your dependents:

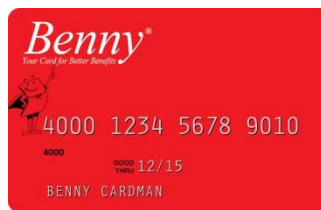
- Have out-of-pocket expenses like co-pays, coinsurance, or deductibles for health, prescription, dental or vision plans
- Have a health condition that requires the purchase of prescription medications on an ongoing basis
- Wear glasses or contact lenses or are planning LASIK surgery
- Need orthodontia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

A **Dependent Care FSA** provides pre-tax reimbursement of out-of-pocket expenses related to dependent care. This benefit may make sense if you (and your spouse, if married) are working or in school, and:

- Your dependent children under age 13 attend daycare, after-school care, pre-school or summer day camp
- You provide care for a person of any age whom you claim as a dependent on your federal income tax return and who is mentally or physically incapable of caring for himself or herself

Plan ahead

Before you enroll, you must first decide how much you want to contribute to your account(s). You will want to spend some time estimating your anticipated eligible medical and dependent care expenses for the next calendar year.



Benny Prepaid Benefits Card

In addition, you'll receive a convenient prepaid benefits card to make it easy to pay for eligible services and products not covered by your health insurance. When you use the card, payments are automatically withdrawn from your account, so there are no out-of-pocket costs and you won't have to submit receipts to verify the purchase at an IIAS merchant. Most non-IAS purchases must still have a receipt submitted to verify the purchase is eligible. Just swipe the card and go. It's that easy!



Advantage Administrators Mobile App

With the convenience of a mobile device, you can see your available balance anywhere, anytime as well as file claims and upload receipts.

Throughout the year, you'll likely find yourself with expenses for yourself and your family that insurance won't cover. By taking advantage of an FSA, you can actually reduce your taxable income and reduce your out-of-pocket expenses when you use your FSA to pay for the things you'd purchase anyway.

Advantage™

ADMINISTRATORS

*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. This brochure highlights some of the benefits of a Prepaid Benefits Card. If there is a discrepancy between this material and your official plan document, the plan document will govern. Advantage Administrators reserves the right to amend or modify the services at any time.