

Video Transcript

What is Flexible Spending?



Have you ever thought about how you'll pay for health care expenses that aren't covered by your benefits? There's a simple...and smart...answer. Flexible Spending Accounts or FSAs, are a great way to plan for those extra expenses and save on your taxes at the same time. Basically, an FSA lets you set aside money from your paycheck, pre-tax, to pay for healthcare expenses.

There are many reasons to consider an FSA. For example,

- Eligible IRS-approved expenses can be reimbursed tax-free
- Deposits into your account can be automatically deducted pre-tax, which means you save money on taxes
- You'll also have peace of mind knowing that you can pay any most anticipated health care expenses with your FSA.

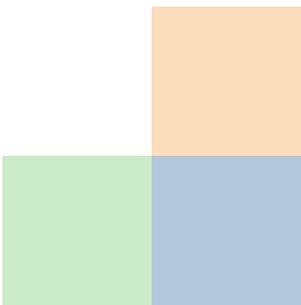
This tax-favored account is offered through the Fringe Benefits Management Company, and there are two options to choose from:

- A Health Care Spending Account, and
- A Dependent Care Spending Account

Paying for medical expenses with your FSA is simple and flexible.

First, there's the EZ Reimburse® MasterCard® Card. For a small fee, the funds you specify to be deducted from your paycheck are automatically loaded onto a debit card, which can be used for payment in many places where you receive eligible medical, dental or vision services, or for eligible over-the-counter purchases.

You can also use direct deposit to reimburse yourself for eligible expenses. It's a free service that automatically deposits money into your checking or savings account within 48 hours of your claim approval. This is, of course, subject to the timelines of your own financial institution.



What is Flexible Spending continued

Many health care expenses can be paid for with Flexible Spending Account, including:

- Eyeglasses and contacts
- Contact lens solutions
- Office visit co-pays and deductibles
- Expenses not covered by your dental insurance
- Prescription drug expenses not covered by your insurance
- Over-the-counter medicines and supplies
- Ambulance service
- Birth control pills and devices
- Deductibles
- Dental fees
- Injections and vaccinations
- Orthodontic treatment
- Surgery and
- Weight-loss programs and much more...

The Dependent Care Spending Account covers reimbursable expenses related to eligible child care including:

- After-school care and babysitting
- In-home care and
- Summer day camps and other services
- Elder care expenses

Finally, when you enroll in either type of FSA, it's important to remember your enrollment doesn't automatically roll to the next year. You have to re-enroll each year.

For a complete list of reimbursable expenses under both types of Flexible Spending Accounts, and for more information about FSAs in general, please see your benefits documentation.