Flexible Spending Account

Save Money With an FSA

Using a flexible spending account (FSA) saves you money by allowing you to pay for eligible expenses on a tax-free basis. When you contribute to an FSA, you save approximately 30%* on eligible expenses, making a $100 eligible purchase cost you about $70. You get these savings because the contributions you make to an FSA are exempt from Federal, State, and FICA payroll taxes.

*This tax example is a broad approximation of tax liability. Further, your contributions may be subject to state income tax in some states. Your specific savings depend on your tax bracket. You should consult a tax advisor for help with your own situation. Current IRS tax laws control all pre-tax payment, and contribution matters and are subject to change.

FSA Options

You may participate in any FSA available under your employer's plan design, as long as you're eligible to participate.

Health Care FSA

Allows you to pay for eligible **medical**, **vision**, and **dental** expenses that are not covered by another health plan. As long as you (or a covered spouse) are not contributing to a health saving account (HSA), you can use a health care FSA to supplement out-of-pocket costs.

Dependent Care FSA

Allows you to set aside pre-tax funds to pay for daycare expenses for eligible children or other eligible dependents. You (and your spouse if you're married) must be working, looking for work, or be a full-time student to use this account.

Employee Benefits Corporation

Participant Services

participantservices@ebcflex.com
800 346-2126, option 1
www.ebcflex.com

Contact us for help with your benefit plans, including online access, plan year details and dates, and eligible expenses.

Next Steps

1. View Eligible Expenses
Consider which eligible expenses you can use your FSA funds on to help inform your contribution amount. These expenses will vary depending on which FSA you enroll in. For a full list of eligible health care FSA and dependent care FSA expenses, visit www.ebcflex.com/eligibleexpenses.

2. Choose Your Contribution Amount
After considering the eligible expenses, decide how much you would like to contribute to the FSA. You can elect to contribute up to the established limit:

- Health Care FSA | **$3,500**
- Dependent Care FSA – Married Filing Separately | **$3,750***
- Dependent Care FSA – Single or Married Filing Joint | **$7,500***

*Limit may be lower depending on individual circumstances.

3. Complete the Enrollment Process
After determining which FSA to enroll in and the election amount, you should now have a better understanding of your available options and be prepared to complete the enrollment process.

4. Spend Your Health Care FSA Funds
You can also pay for eligible expenses with another payment method and submit a claim for reimbursement through the mobile app, *EBCentral*, or in your online account at www.ebcflex.com.

The quickest way to receive reimbursement for out-of-pocket expenses is to enroll in direct deposit. Set up direct deposit in the profile section of your account.

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