

Why Do I Need a Medical FSA?

What is it?

A Medical Flexible Spending Account (Medical FSA) helps ease the burden of paying for health care by allowing you to use tax-free money to pay for your family's medical expenses. It has the added benefit of availability. Simply make an election during your enrollment period. You then have access to the full election on the first day of the plan and conveniently pay it back through regular payroll deductions.



What is it used for?

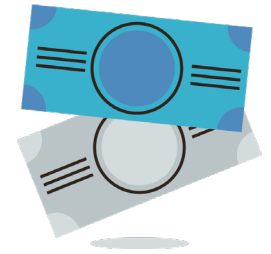
You can use the money in a Medical FSA for qualified medical expenses, including: coinsurance/copays, deductible expenses, dental, vision and over-the-counter medical supplies (such as adhesive bandages or heat wraps). OTC Drugs and Medicines require a prescription. Check your *Plan Highlights* for additional information regarding eligible expenses.



How do I save money?

Just like your health insurance payments, the money for a Medical FSA money comes out of your paycheck before taxes. That's why Medical FSAs and other accounts like it are referred to as "pre-tax benefits".

Tax Savings Example: If you decide to put \$2,000 in your account and you are taxed at a rate of 30%, you save \$600. *(Actual savings and tax rates may vary.)*



Why do I need this plan?

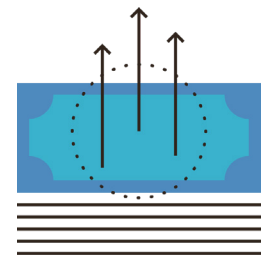
There are two main reasons to pick a Medical FSA:

1. **It helps with cash flow.** The full annual election is available at the start of the plan year, but payments are taken in manageable installments through payroll deductions.
2. **It's flexible.** Unlike HSAs or HRAs, a Medical FSA doesn't have any specific insurance requirements (or restrictions), so nearly everyone is eligible.

Take the first step. Estimate your expenses. The first step is to estimate what you are likely to spend for the coming plan year. Just remember, you won't be able to change your election (unless you have a qualifying event). So you might want to be a little conservative in your estimates. Be sure to check your Plan Highlights to determine when you need to use the funds in the Medical FSA.

Estimate your expenses at <https://www.BenefitResource.com/estimate>.

Don't miss open enrollment! You have a limited time to enroll in a Medical FSA. Confirm with your benefits enrollment representative when and how to enroll.



For more information, visit
[education.BenefitResource.com](https://www.BenefitResource.com)