



# Flexible Spending Account (FSA)

A Flexible Spending Account allows employees to set-aside money from each paycheck, before payroll taxes are calculated, to help pay for eligible medical expenses for themselves and their dependents.



## FSA Contribution Limits

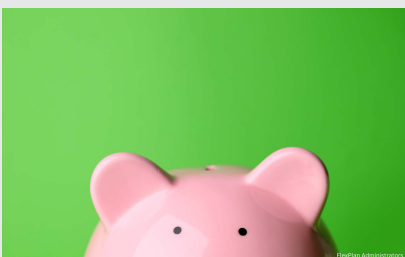
Per year, participants may elect to set aside a maximum of **\$3,300**

## Tax Savings

The average FSA participant saves between 30-40% on the amount set aside pre-tax. (including Federal, State, and Local income taxes and Social Security/Medicare deductions)

## Flexibility for end of plan year!

- **\$660 Carryover** – Any unused funds, up to a maximum of \$660 can be carried over from one plan year to the next



## Uniform Coverage Rule

FSA participants can access the full amount of their annual contribution from the first day of the plan year. For example, if you elect \$1,300, and soon after the plan year begins you incur a \$1,300 medical bill, you can use all of your elected FSA funds to cover the expense, even though you haven't paid in all of the contributions yet. Throughout the rest of the plan year, deductions will still be taken at the same rate from each paycheck. However, your available FSA balance will be zero once all the funds are spent.

## Eligible Expenses

Visit [www.flexplanadmin.com](http://www.flexplanadmin.com) for a interactive list resource. Eligible expenses include, medical, dental, vision, prescription, over-the-counter medications and other related expenses.

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