

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 eligible medical expenses. After you set an election during your company's benefits enrollment period, you have access to the full election (all of the money in the account) on the first day of the plan year.



What is it used for?

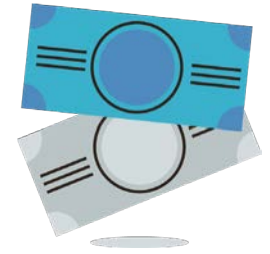
You can use the money in a Medical FSA for qualified medical expenses, including co-insurance/co-pays, deductible expenses, dental and vision expenses and over-the-counter medical supplies (such as adhesive bandages or heat wraps). OTC drugs and medicines require a prescription. Check your Plan Highlights 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: You put \$2,000 in your account and you are taxed at a rate of 30%. You save \$600 annually. *(For illustration purposes only. Individual tax rates and maximum limits apply).*



Why do I need this plan?

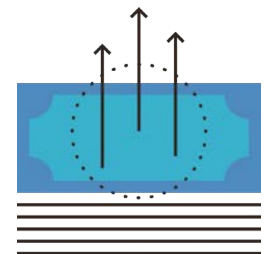
There are two main reasons to pick a Medical FSA:

1. **It helps with cash flow.** The full annual election is available at the start of the plan year.
2. **It's flexible.** Unlike HSAs or HRAs, a Medical FSA doesn't have any specific insurance requirements (or restrictions), so most people are eligible to enroll.

Take the first step. Estimate your expenses. The first step is to estimate what you are likely to spend on medical expenses for the coming plan year. It's a good idea to be conservative in your estimates. You can't change your election after your company's benefits enrollment period ends unless you have a qualifying event. 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)