

# FSA

# Flexible Spending Account

A consumer-directed product that is ready to go.

## Seamless. Engaging. Simplified.

The Flexible Spending Account (FSA) from LifeWise Health plan of Oregon will benefit your business and employees with its tax advantages and fully integrated experience.

### Good for you

- Tax savings from FSA contributions
- Unspent FSA funds revert back to your business
- Appealing benefit to attract and retain staff
- Engaged employees learn about the costs of healthcare

### Good for your employees

- Pre-tax payroll deduction
- Flexibility and control to spend FSA funds according to their needs
- Online and mobile app access to FSA
- Health payment card for immediate access to FSA funds

### Three FSA options

**Full purpose FSA** covers IRS approved qualified healthcare expenses, which can be paired with a LifeWise health reimbursement arrangement (HRA).\*

**Limited purpose FSA** covers only qualified dental and vision expenses, which can be paired with a LifeWise health savings account (HSA).

**Dependent care FSA** covers child and dependent care expenses.

### How the dependent care FSA works

- Funds must be used for the care of dependent children under age 13 or for other dependents of any age who are physically or mentally incapable of self-care and live in the employee's home at least eight hours a day
- Expenses must be necessary to allow the employee or employee's spouse to work, look for work or attend school full-time
- Can only be offered when paired with a full purpose FSA

### How the healthcare FSA works

- Your business owns the fund and determines its contribution limits
- Your business and employees can contribute to the fund
- Employee contributions are deducted on a pre-tax basis and used to pay IRS approved healthcare expenses
- Employees receive a healthcare payment Visa® card to access the funds in the FSA
- Any funds left in the FSA at the end of the plan year revert back to your business, unless a grace period or rollover option is offered

\* As defined in IRS Code Section 213(d) Eligible Medical Expenses

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