

Are you missing a piece to your
Benefits puzzle????



F.S.A.

Medical Flexible Spending Account

***Shouldn't
you
Benefit?***

Flexible Spending Accounts, or FSAs, are a great way for you to take advantage of a pre-tax benefit account offered through your employer. These accounts are a simple way for you to save on out-of-pocket healthcare costs not covered by your insurance plan. With healthcare costs continuing to rise, why wouldn't you participate in an FSA?



**Febco Benefits
Administration**

Form: FSA10302015

P.O. Box 5010, Frankfort KY 40602

Toll Free Number: 800-489-1539 Fax: 502-695-9692

www.febco.com

Getting Started

Let's start with the definition of an FSA. Quite simply, it stands for Flexible Spending Account and it can be an indispensable part of your overall Benefits program.

How it Works

Here's how it works. An FSA is an account your employer sets up so you can pay for a variety of healthcare needs, like insurance co-pays, deductibles, specific over-the-counter healthcare products*, and even some dental and vision-care costs. But here's the best part: your FSA is funded entirely by your pre-tax income. So you can save money and offset rising healthcare costs. And the more dependents you have, the greater your savings!

Here's another way to look at an FSA: by setting aside healthcare funds pre-tax, you can increase your savings and ultimately your spending power. Below is an example of the tax savings you could enjoy by taking advantage of an FSA

	With an FSA	Without an FSA
Annual Salary Before Taxes	\$30,000	\$30,000
FSA Contribution	- 1,500	0
Taxable Income	\$28,500	\$30,000
Less Taxes		
- Federal Income Tax* (estimate 15%)		
- FICA 7.65%	- 6,455	- 6,795
Less Healthcare Expenses	0	- 1,500
Take-Home Pay	22,045	21,705
Tax Savings	\$340	\$0

* If your federal income tax rate is higher than 15 percent or if you pay state or local income taxes, you can save even more!

FSA popularity is in dollars and sense. A remarkable \$20 billion is put into FSA accounts annually by employees just like you.

Maximum Contributions

The IRS maximum you can contribute to a F.S.A.:

\$2550.00 Annual

Check with your employer to determine the limit they offer.

Qualified Medical Expenses

Ambulance
 Blood Test
 Braces
 Chiropractors
 Contact Lenses
 Dentures
 Dermatologist
 Doctor Co-Payment
 Eyeglasses
 Guide Dog
 Gynecologist
 Hearing Aids and Batteries
 Hospital Bills
 Insulin Treatments
 Lab Test
 Orthopedic Shoes
 Oxygen and Oxygen Equipment
 Physician
 Psychiatrist
 Prescription Medications
 Vaccines
 Wheel Chair
 X-Rays

Non-Qualified Medical Expenses

Advance Payment for Services
 Athletic Club Membership
 Automobile Insurance Premium
 Boarding School Fees
 Bottled Water
 Cosmetic Surgery and Procedures
 Cosmetics and Hygiene Products
 Diaper Service
 Disability Insurance Premium
 Domestic Help
 Funeral, Cremation, or Burial Expenses

 Hotels, Health Clubs, and Gyms
 Illegal Operations and Treatments
 Illegally Procured Drugs
 Life Insurance Premiums
 Maternity Clothes
 Scientology Counseling
 Social Activities
 Special Foods or Beverages
 Stop Smoking Programs
 Swimming Pools and Hot Tubs
 Travel for General Health Improvement

An FSA can be used for healthcare costs, such as doctor co-pays, LASIK surgery, eyeglasses, contact lenses, orthodontics, eligible over-the-counter products*, prescriptions and much more.

Savings and convenience

Although your FSA will be deducted through your payroll, you'll have access to your entire FSA contribution on the first day of your plan. That means you can cover all your healthcare costs without waiting to accumulate funds throughout the year. You can also plan for large healthcare expenditures, like surgery, because you choose how much to put into your FSA account. In addition, some employers may offer a plan extension that allows you to continue to spend unused FSA funds for an additional period of time after the plan year ends.

Instant access and no paperwork

Of course, not all FSAs are created equal. Yours, for instance, is accessed via the Febco Benefits Card MasterCard®, provided by your employer. The Benefits Card lets you pay for eligible healthcare expenses virtually everywhere Debit MasterCard® cards are accepted. The Benefits Card makes using your FSA dollars simple and easy. The card deducts each payment directly from your FSA account. So it's as convenient as using an ordinary credit card. What's more, the Benefits Card virtually eliminates the endless paperwork and reimbursement wait time that used to make FSAs so complex and cumbersome. All you have to do is save receipts for all your FSA purchases in the event they are requested by Febco.

In many cases you won't have to send in a receipt, because with the Benefits Card, your purchases will be auto-substantiated at thousands of retailer locations nationwide. Because they have an Inventory Information Approval System (IIAS) in place, these retailers will know instantly which items you purchase are eligible FSA purchases. With one swipe of your benefits card, approved purchases will be authorized and debited from your FSA account. You will be asked to remit another form of payment for the non-eligible items. For optimal convenience, your Benefits Card offers 24/7/365 online access, so you can check your account balance and other vital information with a single click.

Website:

FEBCO strives to provide self-service tools to fit each Participants unique needs.

Customers are offered full online access to their accounts.

www.febco.com

Customer Service Support

Our Customer Service Representatives are able to assist customers with account balances and new card requests by calling Febco at 1-800-489-1539. We strive to provide self-service tools to fit each Participants unique needs. Customers are offered full online access to their accounts.

***Effective January 1, 2011, over-the-counter medicines and drugs that are not prescribed by a physician will not qualify as a medical expense under IRS Code Section 213(d)**

Your Benefits Card provides instant access to your FSA dollars at the physician's office, emergency room, dentist, pharmacy, and other eligible locations. The Benefits Card is fast, convenient, secure and simple to use. So sign up today and start looking for your Febco Benefits Card in the mail.



Dedicated Resources:

FEBCO has assembled a team of specialists who have experience with the rules and regulations surrounding FSAs. Our Customer Service Representative division is made up of individuals who have several years' experience Debit Card Technology and FSA management.

FSAs
simply
beneficial

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