

HEALTH CARE FLEXIBLE SPENDING ACCOUNT (FSA)

Why FSAs?

Take advantage of significant tax savings by participating in a flexible spending account (FSA). You can elect to have a portion of your paycheck contributed pre-tax to pay for qualified medical expenses such as deductibles, co-insurance, dental and vision.

How an FSA works

SIGN UP

During your employer's Open Enrollment period, sign up to participate in an FSA. Determine the amount you would like to contribute from your pre-tax earnings. Typically anyone whose employer offers an FSA can participate, including employees not covered under the employer's health plan.

CONTRIBUTE

Your employer will arrange to have the determined amount of your pre-tax earnings contributed to your FSA. Typically, the amount withheld from your paycheck is equal each pay period.

USE YOUR FUNDS

When you incur a qualified expense, you can either pay with the HealthEquity® Visa® Reimbursement Account Card or submit the expenses through the HealthEquity online tool for reimbursement. Remember to save all receipts; you'll need them for reimbursements and to validate your expenses.

Limited Carryover

Your FSA plan allows up to \$500 of unused FSA funds remaining at the end of a plan year to be carried over to the next year to be used for qualified medical expenses.



ACCOUNT MENTORS

Our team of specialists based in Salt Lake City is available every hour of every day, providing you with the tools and information you need to optimize your FSA.

 866.346.5800

QUALIFIED EXPENSES

See the complete list of qualified and non-qualified medical expenses in IRS Publication 502—Medical and Dental Expenses.

Keep all itemized receipts for qualified expenses and copies of prescriptions for over-counter medications in case of an IRS audit. Below are examples of some common qualified medical expenses:

- Acupuncture
- Alcoholism (rehab, transportation for medically advised attendance at AA)
- Ambulance
- Amounts not covered under another health plan
- Annual physical examination
- Artificial limbs/teeth
- Birth control pills/prescription contraceptives
- Body scans
- Breast reconstruction surgery following mastectomy for cancer
- Chiropractor
- Contact lenses
- Crutches
- Dental treatments
- Prescription eyeglasses/eye surgery
- Hearing aids
- Long-term care expenses
- Medicines (prescribed, not imported from other countries)
- Nursing home medical care
- Nursing services
- Optometrist
- Orthodontia
- Oxygen
- Stop-smoking programs
- Surgery, other than unnecessary cosmetic surgery
- Telephone equipment and repair for hearing-impaired
- Therapy
- Transplants
- Weight-loss program (if prescribed by a physician for a specific disease)
- Wheelchairs
- Wigs (if prescribed)

NON-QUALIFIED EXPENSES

- Concierge services
- Elective cosmetic surgery
- Electrolysis or hair removal
- Funeral expenses
- Future medical care
- Hair transplants
- Health club dues
- Insurance premiums other than those explicitly included
- Medicines and drugs from other countries
- Nonprescription drugs, medicines, and supplements (unless prescribed)
- Nutritional supplements, unless recommended by a medical practitioner as treatment for a specific medical condition diagnosed by a physician
- Teeth whitening

¹This document does not represent your employer's plan design. It may further limit the expenses allowable under your plan. See your plan document and/or summary plan description.