



FSA fact sheet:

Easy to understand answers to common FSA questions.

Here are some of the questions most often asked about flexible spending accounts (FSAs), along with plain-language answers.

▶ Will I lose the money in my FSA if I don't spend it?

Not if you plan properly. And you can carry over as much as \$570 in unused funds from one year to the next.

▶ How is my FSA funded?

You decide how much to contribute to your FSA, up to \$2,850, based on your expected healthcare costs for the year. Your employer places the full amount in your account and deducts equal amounts from your paycheck each pay period.

▶ When is my FSA funded?

Your full year's contribution is available to you on the first day of the plan year, even though you pay it back through payroll deductions throughout the year. It's like an interest-free loan.

▶ Who owns my FSA?

Your employer. If you leave the company during the year, any unused funds revert to us. You do have a grace period, usually up to 3 months, in which to file claims for reimbursement of eligible expenses.

▶ What expenses are eligible or ineligible for my FSA?

Eligible expenses include many out-of-pocket costs not covered by your insurance plan, including copayments, coinsurance and prescriptions. Also costs for many healthcare products and services.

▶ Where can I get more information about enrolling in an FSA?

Visit our website. It has everything you need to know – including a video library, tools and calculators, enrollment forms and other details.