



Healthcare Flexible Spending Accounts

Set aside, spend and save

A Healthcare Flexible Spending Account (HC-FSA) is an account with tax perks you use to stretch benefit dollars for healthcare expenses.

How a Healthcare FSA works:

- Decide what you want to contribute to your HC-FSA for the year. Money is then deducted pre-tax from your paycheck in equal installments.
 - Pay for qualified healthcare expenses for yourself, your spouse and your dependents.
 - Use your Benefits Card to pay directly or pay out of pocket and submit a claim for reimbursement.
 - Check your balance and account information online or on the HSA Bank app 24/7.
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What's covered?

You can use your HC-FSA funds to pay for any IRS-qualified healthcare expenses like doctor visits, hospital fees, prescriptions, dental exams, vision appointments, over-the-counter medications and more.

Visit hsabank.com/QME for a list of qualified expenses.

Am I eligible?

If you're not self-employed and an HC-FSA is included in your employee benefits package, you're most likely eligible to open one. You don't need healthcare coverage to participate, but your employer is typically required to offer a group health plan.

How much can I contribute?

Each year, the IRS limits how much you can contribute to your HC-FSA. Depending on your plan, your maximum may be even lower.

You lose anything you don't spend by the end of the plan year, unless your employer offers a grace period or your plan lets you carry over unused funds.

Visit hsabank.com/irs-guidelines for specific annual limits.

Tax savings

There are several tax benefits* to your HC-FSA:

- 1 HC-FSA contributions aren't subject to federal and most state income taxes.
- 2 Employer contributions are excluded from your gross income when you file taxes.
- 3 Any funds you spend on qualified healthcare expenses are tax-free.

*HSA contributions and earnings aren't subject to federal taxes and aren't subject to state taxes in most states. Contact a tax professional for information about your state.



Visit hsabank.com or call the number on the back of your debit card for more information.

