



What is a Healthcare FSA?

A flexible spending account is an employer-sponsored benefit that allows you to pay for eligible medical expenses on a pre-tax basis. If you expect to incur medical expenses that won't be reimbursed by another plan, FSAs are a great way to save money while covering those costs.

How Does It Benefit Me?

An FSA saves you money. The contributions you make to an FSA are deducted from your pay before your federal, FICA and state taxes are calculated and are never reported to the IRS. The end result is that you decrease your taxable income and increase your spendable income. You can save hundreds.

| Federal Tax Rate | Annual FSA Contribution | Annual Tax Savings* |
|------------------|-------------------------|---------------------|
| 15% | \$1,550 | \$429 |
| 15% | \$3,050 | \$760 |
| 25% | \$1,550 | \$584 |
| 25% | \$3,050 | \$1,035 |
| 33% | \$1,550 | \$708 |
| 33% | \$3,050 | \$1,255 |

*For illustrative purposes only. Savings calculations are based on the federal tax rate listed in the table, a state tax of 5%, and 7.65% FICA. Your tax situation may be different. Consult a tax advisor.

Check your Plan Documents for specific information about your FSA. You may have the optional 2.5 grace period (allows you to use your previous plan year balance for current year expenses) or the Carryover Option, which allows up to 20% (of the annual IRS Health FSA Contribution limit) to carryover into your current Plan Year.

[You can find current IRS Limits linked here.](#)

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Maximize your income with a healthcare FSA





Save on predictable healthcare expenses.

How a Healthcare FSA Works

Flexible spending accounts (FSAs) reduce your taxable income by setting aside pre-tax dollars to pay for eligible healthcare expenses.

You can contribute up to \$3,050 annually to your flexible spending account. This annual election amount will be deducted evenly out of each pay check on a pre-tax basis and put into your FSA. You can then use the funds to pay for eligible expenses. Changes to the annual election amount are only permitted due to a change of status such as marriage or birth of a child.

A big perk to an FSA is that it is pre-funded, meaning that you will have access to your full annual election amount at the very beginning of the plan year, regardless of the amount contributed to date. That is like having a tax-free, interest-free loan to help you pay for healthcare expenses. So go ahead and schedule that laser eye surgery in January!

Your plan may allow for a maximum of \$610 of unused funds to be rolled over to the next year. The rollover amount can be used to pay or reimburse healthcare expenses incurred during the entire plan year to which it is carried over.

Who's Covered

An FSA covers eligible expenses for you and all of your dependents, even if they are not covered under your primary health plan.

What's Covered

For a complete list of eligible expenses see IRS Publication 502: Medical and Dental Expenses.

Examples of eligible expenses:

- ▶ Acne Treatments**
- ▶ Allergy Medicine**
- ▶ Antacids**
- ▶ Bandages
- ▶ Chiropractic Care
- ▶ Cold Medicine**
- ▶ Condoms
- ▶ Contact Lenses & Cleaners
- ▶ Copays, Co-Insurance & Deductibles
- ▶ Dental Care
- ▶ Diabetic Supplies
- ▶ Eyeglasses
- ▶ Hearing aids
- ▶ Laser Eye Surgery
- ▶ Orthodontia
- ▶ Over-the-Counter Medications
- ▶ Pain Relievers
- ▶ Pregnancy Tests
- ▶ Prescription Drugs
- ▶ Smoking Cessation Programs**
- ▶ Sunscreen

Optional header



ABG Benefits Card

Spending your FSA funds on eligible expenses has never been easier. The card allows you to avoid out-of-pocket expenses, cumbersome paperwork and reimbursement delays. One card can manage multiple account types, such as a dependent care FSA, health savings account, or commuter account.



ABG Smart Mobile App

Get account information from our easy-to-use online portal and mobile application. See your account balance in real time, file a claim for reimbursement by snapping a photo of the receipt, and check on a claim status.



- ▶ Increase your spendable income by reducing your taxable gross income
- ▶ Budget for planned healthcare expenses
- ▶ No waiting for reimbursement when you use your benefits debit card