# Healthcare Flexible Spending Accounts

## Set aside, spend, and save

**A Flexible Spending Account, or 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 FSA for the year. Money is then deducted pre-tax from your paycheck in equal installments.

- Pay for qualified medical expenses for yourself, your spouse, and your dependents.

- Use your HSA Bank Health Benefits Debit Card to pay directly or pay out of pocket and submit a claim for reimbursement.

- Check your balance and account information on the Member Website or HSA Bank Mobile App 24/7.

## What's covered?

You can use your FSA funds to pay for any IRS-qualified medical 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 a Healthcare 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 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

**1**   FSA contributions aren't subject to federal and most state income taxes.[1]

**2**   Employer contributions are excluded from your gross income when you file taxes.[1]

**3**   Any funds you spend on qualified medical expenses are tax-free.

[1] State tax exemption may not be available in every state. HSA Bank does not provide tax advice. Consult your tax professional for tax-related questions.

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

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