



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 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 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

1

HC-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 healthcare 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.

