

Yes

Consumer-Directed Health Plans
are making health care more affordable.



Flexible Spending Accounts

Choose a tax-advantaged way to save for your health care today.

What It Is

A Flexible Spending Account (FSA) is an account you can use to save and pay for out-of-pocket medical and dependent care expenses. Both you and your employer can contribute to FSAs pre-tax, and the funds can be used to pay for a variety of medical, dental, vision, over-the-counter, and dependent care expenses including deductibles, prescriptions and more. FSAs are only available if your employer offers them and are not portable.

How It Works

ELECTIONS

At the beginning of each plan year, you choose how much you'd like to contribute to your FSA. This amount can only be changed during open enrollment or in case of a qualifying event.

CONTRIBUTIONS

Deductions are withheld pre-tax from each paycheck.

Contribution Limits

Medical \$2,600
Dependent Care \$5,000

Employer dictates group-specific limits for both accounts.

DOCUMENTATION

In order to use your FSA funds to pay for medical or dependent care expenses, you must submit receipts and documentation for review.

PAYMENTS

If the expense qualifies, payment will be made to you from your account via check or direct deposit. If your employer offers a Horizon MyWaySM Visa[®] card, you can use it to pay for approved health expenses, but not dependent care expenses.

EMPLOYEE FSA BENEFITS



TAX-ADVANTAGES

Employees contribute on a pre-tax basis.



STAYS WITH THE COMPANY

Employee contributions can only be applied for expenses incurred during the plan year unless your employer has adopted the rollover or grace period permitted by the IRS. If you leave your company, any unused balance stays with it unless COBRA is elected for an unreimbursed medical account and the amount paid is less than your contribution.



SUPPLEMENTING AN HSA

If you already have an HSA and your employer offers it, you can add a Limited Purpose FSA — which exclusively covers dental and vision expenses or dependent care — to supplement your savings.

Who Qualifies

You must meet your employer's eligibility requirements in order to enroll in an FSA. If the FSA will be used for dependent care, your dependent(s) must be a spouse or family member who you claim as a dependent on your taxes.

Dependent Care

If you want to set up a dependent-care FSA, your dependent must be a qualifying child under 13 years old, or a relative who isn't physically or mentally capable of caring for themselves, who lives with you for more than half the year. Please visit HorizonBlue.com/fsa for more details.

Employee Account Features	FSA
Employees can use it to pay their deductibles or copays.	✓
Employees can use the money in the account before it is fully funded excludes dependant care.	✓
Employees own the account.	✗
Employers own the account.	✓
Contributions are made pre-tax.	✓
Employees can invest funds toward retirement.	✗
A debit card may be available at the employer's discretion.	✓

Health Care With Value

When you choose an FSA, you get:

- Tax advantages
- 24/7 online access
- Horizon MyWaySM Visa[®] card for easy access to funds
- and more!



Enroll in an FSA today!

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