

HEALTHCARE FLEXIBLE SPENDING ACCOUNT

Save money on the health, dental, and vision expenses you already pay using a Healthcare Flexible Spending Account.

What is a Healthcare Flexible Spending Account?

A Flexible Spending Account (FSA) allows you to set aside money on a pre-tax basis to paid eligible expense up to the maximum contribution for your plan. We recommend reviewing how much you spend on eligible healthcare expenses every year to determine how much to elect.

Funds on day one

All of your FSA dollars are available on the very first day of the plan year. For example, if you choose to contribute \$1,200 to your FSA, your contributions will be deducted evenly across all of your paychecks for the year, but you have access to all \$1,200 on day one. You can use your funds for expenses that you, your spouse or eligible dependents incur.

Use or lose

Don't forget to spend your FSA dollars. You will forfeit any money left in your account at the end of the plan year. (Check with your employer to confirm how many days you have to submit claims for reimbursement after the plan year ends.)

Changing your FSA election

In order to make changes to your election after open enrollment, you need to experience a qualifying life event. These events include:

- Change in marital status
- Change in the number of dependents
- Increase due to birth, adoption or marriage
- Decrease due to death, divorce or loss of eligibility
- Gain or loss of eligibility due to a change in participant, spouse or dependent employment status

If you experience a qualifying life event, contact your employer to make changes to your election.

We're here to help! Call 800-270-7719 or email ParticipantServices@AssociatedBank.com.

