



Keep **yourself** healthy and your **wallet** happy.

Using a Flexible Spending Account (FSA) is a great way to stretch your benefit dollars. You use pre-tax dollars in your FSA to reimburse yourself for eligible out-of-pocket medical and dependent care expenses. That means you can enjoy tax savings and increased take-home pay—all with the convenience of a debit card. Plus, you can rollover \$500 from one year to the next, reducing your risk of losing dollars at the end of the plan year.

WHAT IS AN FSA?

With a General Purpose or Limited Purpose FSA, you elect to have your annual contribution deducted from your paycheck each pay period, in equal installments throughout the year. The amount of your pay that goes into an FSA will not count as taxable income, so you will have immediate tax savings. FSA dollars can be used during the plan year to pay for qualified expenses and services.

- General Purpose FSAs allow reimbursement of qualifying out-of-pocket medical, dental, and vision expenses. The maximum election is \$2,750 per household.
- Limited Purpose FSAs work with high-deductible health plans (HDHPs) and Health Savings Accounts (HSAs). A Limited Purpose FSA only allows reimbursement of vision and dental expenses. The maximum election is \$2,750 per household.
- Dependent Care FSAs allow reimbursement of dependent care expenses, such as daycare incurred by eligible dependents. The maximum election is \$5,000 per household.

With all FSA account types, you'll receive access to our secure, easy-to-use website at <https://my.nyhart.com>, where you can track your account balance, view your claim history, and submit requests for reimbursements.



WITH AN FSA YOU CAN:

Enjoy tax savings with pre-tax deductible contributions and tax-free reimbursements for qualified plan expenses.

Quickly and easily access funds using the debit card.

Enjoy secure access to accounts using our convenient website, <https://my.nyhart.com>; available 24/7/365.

Manage your FSA “on the go” with an easy-to-use mobile app.

File claims, upload documentation, and track expenses easily online.

Stay up-to-date on balances and any actions required with automated email alerts, website messages, and mobile messages.

Get one-click answers to benefits questions.

Use it or Roll It Over. Up to \$500 of your unused Healthcare Flexible Spending Account balance can be carried over into the next plan year instead of “losing it” - making enrollment in an FSA much less risky. This gives you more flexibility to spend your FSA money when you need it. You can use it for necessary out-of-pocket healthcare expenses rather than feeling pressured to engage in last minute and potentially unnecessary spending at the end of the year.

IMPORTANT FACTS TO REMEMBER:

- New elections are required each plan year.
- Choose either a General or Limited Purpose FSA for the year. Limited Purpose FSA can be used in conjunction with the HSA. You can enroll in the General Purpose FSA if you are not enrolling in the HSA.
- Elections are irrevocable during the plan year unless there is a qualifying Change in Status event.
- Spouses and children up to age 26 are eligible for reimbursement from General Purpose FSA or Limited Purpose FSA.

In addition, you'll receive a convenient debit card to make it easy to pay for eligible services and products not covered by your health insurance. Your card is good for 3 years and will be reloaded each year with your election. When you use the card, payments are automatically withdrawn from your account. Just swipe the card and go. It's that easy! Save your receipts! Most expenses can be validated through the card transaction, but you may be prompted to provide a copy of the receipt for certain transactions in accordance to IRS regulations. When required, receipts can be easily uploaded online or through the mobile app. It's as simple as taking a picture of the receipt using the camera on your mobile device!

IS AN FSA RIGHT FOR ME?

An FSA is a great way to pay for expenses with pre-tax dollars.

A General Purpose FSA could save you money if you or your dependents:

- Have out-of-pocket expenses like co-pays, coinsurance, or deductibles for health, prescription, dental, or vision plans.
- Have a health condition that requires the purchase of prescription medications on an ongoing basis.

A Limited Purpose FSA could save you money if you or your dependents:

- Wear glasses or contact lenses.
- Need orthodontia care, such as braces, or have dental expenses not covered by your insurance.

A Dependent Care FSA provides pre-tax reimbursement of out-of-pocket expenses related to dependent care. This benefit may make sense if you (and your spouse, if married) are working or in school, and:

- Your dependent children under age 13 attend daycare, after-school care, or summer day camp.
- You provide care for a person of any age whom you claim as a dependent on your federal income tax return and who is mentally or physically incapable of caring for himself or herself.

SUBMITTING RECEIPTS

IRS Rules require expenses to be substantiated. Documentation can be submitted online, via the mobile app, email, fax, or by mail. A notification will be sent by email or mail to notify you of any outstanding documentation.

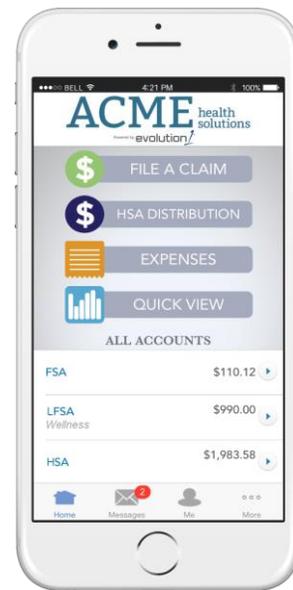
- Recurring amounts for the same amount with the same vendor will only need to be substantiated the first time in a plan year.
- Failure to submit documentation could result in a repayment or a suspension of the debit card.

PLAN AHEAD

Before you enroll, you must first decide how much you want to contribute to your account(s). You will want to spend some time estimating your anticipated eligible medical and dependent care expenses for the 2020 calendar year.

You may also access your account at <https://my.nyhart.com> to view any FSA expenses from 2019. This may help you estimate your future costs for 2020.

Frequently Asked Questions (FAQ), the Expense Eligibility Table, instructions for the Mobile App, and all forms are accessible via the website.



Above: With the convenience of a mobile device, you can see your available balance anywhere, anytime as well as file claims and upload receipts.

