



# FLEXIBLE SPENDING ACCOUNT (FSA)

## EMPLOYEE HANDOUT

### AN FSA THAT SIMPLIFIES SAVINGS



ONE PORTAL, ONE MOBILE APP AND ONE DEBIT CARD FOR ALL OF YOUR BENEFITS



AVERAGE DEBIT CARD AUTO-SUBSTANTIATION RATE OF MORE THAN 85 PERCENT



EASY DOCUMENTATION UPLOADING USING OUR MOBILE APP



THOUSANDS OF ELIGIBLE EXPENSES FOR PURCHASE AT THE FSA STORE

#### Flexible Spending Account Overview

A Flexible Spending Account (FSA) allows you to budget and save for qualified medical expenses incurred over the course of your plan year. Dollars invested in an FSA are tax-free, and the entire election amount is available on the first day of the plan year. That makes an FSA a great tool for saving money, especially when big expenses are anticipated.

#### Types of FSAs

##### Medical FSA

Pair a traditional health plan with a Medical FSA, which covers eligible medical, dental and vision expenses.

##### Limited FSA

If you have a High-Deductible Health Plan and a Health Savings Account, you're eligible to enroll in a Limited FSA alongside your HSA to maximize savings. These funds can be used for qualifying dental and vision expenses.

##### Dependent Care Account (DCA)

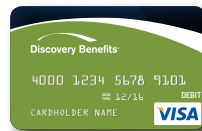
A DCA allows you to put money aside for dependent care for children up to age 13, a disabled dependent of any age or a disabled spouse.

You may receive reimbursement up to the current balance in your account at the time the request is made. To be eligible for a DCA, you and your spouse (if applicable) must work, be looking for work or be full-time students.

#### Eligible Expenses

Common eligible expenses for a Medical FSA are prescriptions, hearing aids, orthopedic goods, doctor visits and dentist visits, while a Limited FSA is limited to dental and vision expenses. A DCA covers expenses such as work-related daycare and elderly care costs. To find out which specific expenses are eligible, view our searchable eligibility list at [www.DiscoveryBenefits.com/eligibleexpenses](http://www.DiscoveryBenefits.com/eligibleexpenses).

#### Using Funds

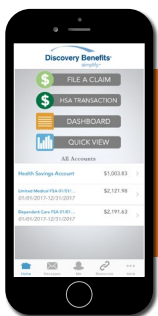


For easy access to your FSA funds, you can swipe your Discovery Benefits debit card and avoid out-of-pocket costs. If you use your card at a provider with an Inventory Information Approval System (IIAS), the expense will automatically be approved at the point of sale. If the card is swiped at a merchant that meets the IRS' 90% rule, you may need to provide documentation to show the expense is eligible.

#### Substantiation

The IRS requires FSA participants to provide documentation (e.g. an Explanation of Benefits) to show that an expense is FSA-eligible. You can easily upload documentation to a claim by logging in to your online account or taking a photo of your documentation with your phone's camera and uploading it through the Discovery Benefits mobile app.

Our Claims Sync tool helps automate the substantiation process by syncing insurance claims directly into your portal dashboard and instantly searching for matches within your debit card transactions. Or, if it's an expense that wasn't paid for with your benefits debit card, Claims Sync lets you pay and submit documentation for the claim directly from your portal dashboard.



DOWNLOAD THE APP FOR FREE ON APPLE AND ANDROID DEVICES



## RESOURCES



#### ELIGIBLE EXPENSE LIST

[www.DiscoveryBenefits.com/eligibleexpenses](http://www.DiscoveryBenefits.com/eligibleexpenses)



#### FSA CALCULATOR

[www.DiscoveryBenefits.com/fsacalculator](http://www.DiscoveryBenefits.com/fsacalculator)



#### MOBILE APP VIDEO

[www.DiscoveryBenefits.com/mobileappvideo](http://www.DiscoveryBenefits.com/mobileappvideo)



#### FSA IOI VIDEO

[www.DiscoveryBenefits.com/fsaIOI](http://www.DiscoveryBenefits.com/fsaIOI)



#### FSA STORE

[www.DiscoveryBenefits.com/fsastore](http://www.DiscoveryBenefits.com/fsastore)

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