

Employee
Benefits
Corporation

Flexible Spending Accounts

Your FSA Options for 1/1/2022 – 12/31/2022

– Standard Health Care FSA

- Eligible expenses – Medical, Dental, Vision, and Pharmacy
- Maximum contribution amount is \$2,750
- You can spend money from your Health Care FSA anytime during the plan year, whether the entire amount has already been withheld from your paycheck or not

– Dependent Care FSA

- Eligible expenses - daycare or senior care expenses while you (and your spouse, if you are married) work or attend school full-time
- Maximum contribution amount is \$5,000
- You can only access these funds as you deposit them—your current Dependent Care FSA balance is the maximum reimbursement you can receive

How Pre-Tax Benefits Help You Save

Normally, federal, state and payroll taxes eat up about 30%* of what you earn

- With a BESTflex Plan Account, you save money by not having to pay those taxes

*This tax example is a broad approximation of tax liability. Your specific savings depend on your tax bracket. You should consult a tax advisor for help with your own situation. Current IRS tax laws control all BESTflex Plan, SimplyHSA, and CommuteEase matters and are subject to change.



How to Access FSA Funds:

The two main ways to access your funds are:

1. Benefits Card
 - Allows you to access your FSA funds directly to pay for eligible expenses
2. Submit a claim and receive reimbursement
 - You pay for your own expenses and then submit a claim to be reimbursed

Benefits Card

- Pay for eligible expenses directly from your Health Care FSA
 - No need to pay out-of-pocket and wait for reimbursement
 - Acts as a pre-paid debit card
- **Does not work with the Dependent Care FSA**



Reimbursement Methods for All FSA Accounts

When you pay for your eligible expenses and submit a claim to Employee Benefits Corporation for reimbursement

- Submit your claim:
 - By mobile app
 - Through your online account
 - Through mail or paper form

Deadline for Spending the Money

Standard Health Care/Dependent Care FSA includes a **2.5 month Grace Period:**

- According to your plan's rules, unspent funds from the prior plan year can be used until March 15th
- Prior plan year funds can be used to incur *new* claims or submit claims from *prior plan year*
- You can view details about your plan's spending and claim filing deadlines for the plan year under your My Company Plan
 - Your ***My Company Plan*** is available when you log in at

www.ebcflex.com

Help is Always Available

- **Contact our Participant Services team!**
 - Email: participantservices@ebcflex.com
 - Toll-Free Phone: (800) 346-2126
 - Local Phone: (608) 831-8445
 - Fax: (608) 831-4790
- **Thank you!**