Medical Flexible Spending Account
Funds on day 1
Discount
Plan ahead
FSA Annual Contribution Limit

2021 Medical FSA Maximum:

$2,750

- Contribute and spend funds tax-free
- Pay for eligible out-of-pocket healthcare expenses
### Meet Ashley
Ashley is a 33 year old college graduate working in Marketing.

#### Without Healthcare FSA
- **GROSS ANNUAL PAY**: $60,000
- **TAX RATE (18%)**: -$10,800
- **NET ANNUAL PAY**: $49,200
- **HEALTHCARE EXPENSES**: -$2,600
- **FINAL TAKE-HOME PAY**: $46,600

#### With Healthcare FSA
- **GROSS ANNUAL PAY**: $60,000
- **ANNUAL FSA CONTRIBUTION**: -$2,600
- **ADJUSTED GROSS PAY**: $57,400
- **TAX RATE (18%)**: -$10,332
- **FINAL TAKE-HOME PAY**: $47,068

**Take home this much more with a Healthcare FSA: $468**

All figures in this table are estimates and based on an annual salary of $60,000 and maximum contribution limits to the benefit account. Your salary, tax rate, healthcare expenses and tax savings may be different.
October 1, 2021 – September 30, 2022
September 30, 2022 – deadline to incur claims
December 31, 2022 – deadline to submit claims
Medical FSA Carryover

- The carryover allows you to roll over up to $550 to the next plan year.
- Funds are available after the end of the run-out period – December 2022.
- Allowed to elect full maximum regardless of carryover amount.
- Only available for Medical FSA funds.
Dependent Care Flexible Spending Account
Why Choose a Dependent Care FSA?

- Pre-tax benefit
- Save money
- Save strategically
FSA

Annual Contribution Limit

2021 Dependent Care FSA Maximum:

$5,000 per household

$2,500 per person

(if married or filing separately)

- Contribute and spend funds tax-free
- Pay for qualified dependent care expenses
- Recurring Dependent Care Form
Meet Kenneth
Kenneth is a 36 year old single father with 2 children in daycare.

Without Dependent Care FSA

GROSS ANNUAL PAY............ $60,000
TAX RATE (18%) .................. -$10,800
NET ANNUAL PAY ............... $49,200
DEPENDENT CARE EXPENSES -$5,000
FINAL TAKE-HOME PAY ........ $44,200

With Dependent Care FSA

GROSS ANNUAL PAY............ $60,000
ANNUAL FSA CONTRIBUTION $5,000
ADJUSTED GROSS PAY ...........$55,000
TAX RATE (18%) .................. -$9,900
FINAL TAKE-HOME PAY ........ $45,100

Take home this much more with a Dependent Care FSA: $900

All figures in this table are estimates and based on an annual salary of $60,000 and maximum contribution limits to the benefit account. Your salary, tax rate, healthcare expenses and tax savings may be different.
October 1, 2021 – September 30, 2022

September 30, 2022 – deadline to incur claims

December 31, 2022 – deadline to submit claims
Utilizing Medical and Dependent Care Flexible Spending Accounts

FSA
Qualifying status changes include:

- Elections cannot be changed mid-year
- Qualifying status changes
- Marital status
- Number of dependents
- Job status
- Daycare cost/provider change
- 30 days to make changes
• Free Benefits Debit Card
• Minimize the amount of out-of-pocket spending
• Valid for three+ years
• Instant access to FSA funds
The best form of documentation when submitting a claim is either an explanation of benefits (EOB) from your carrier, or an itemized receipt from your provider.

- Any documentation provided must contain the following information:
- When the service was received
- Where the service was received
- What service was received
- The amount/cost of the service received
FSA

Claim Filing Options

Mobile app, online account or manual claims
Processed within two business days

Choose direct deposit or paper check
Direct Deposit – FREE
$25 minimum reimbursement for paper checks
Account Access

Online Account

Mobile App
With our Mobile App You Can:

- Get instant notifications on the status of your claims.
- File a claim and upload documentation in seconds using your phone's camera.
- Scan an item's bar code with your phone's camera to determine if it's an IRS code Section 213(D) eligible expense.
- Report a card as lost or stolen.
- Log in with your fingerprint.
- Check your balance and view account activity.
- Easily move funds from your HSA into your bank account to cover eligible expenses.
- View current HSA investments balance, recent activity and rate of return.
- Reset login credentials.

Security on the go
Our mobile app uses secure encryption and won't store pictures on your phone, keeping your documentation safe and secure. Login is protected by a four-digit passcode of your choosing. You can also log in with your thumbprint on Apple devices.

Download the app for free on Apple and Android smartphones and tablets.
Our Participant Services team is available Monday through Friday, from 6 a.m. to 9 p.m. CT, except holidays.

Live Chat
Email
Phone

customerservice@discoverybenefits.com
866-451-3399
Thank You!