

Sign up for an FSA during your company's open enrollment!



Flexible Spending Account (FSA)

Save more than \$700 a year on medical costs by signing up for an FSA during open enrollment!

Hi {\var:first_name}!

We're Navia Benefit Solutions and we administer the FSA provided to you by your company {\var:company}. This is the first in a series of emails to help you understand your healthcare finances and the benefits of signing up for an FSA. In order to participate in your company's FSA program you will need to sign up during your open enrollment period. Even if you participated last year, you will still need to re-enroll during this year's open enrollment.

Now Eligible!

Over-the-Counter Meds

Over-the-counter (OTC) medicines like Tylenol®, Zyrtec®, and more are now available for purchase with an FSA without a prescription. On average, U.S. households spend \$338 on OTC products. With an FSA, you would save \$100 a year on these products.

Feminine Care Products

Menstrual care products, such as tampons and pads, are now considered reimbursable expenses with your FSA. The average woman spends \$150-300 a year on feminine care products. With your FSA, you would save \$45-90 each year on these products.



See a full list of FSA eligible items





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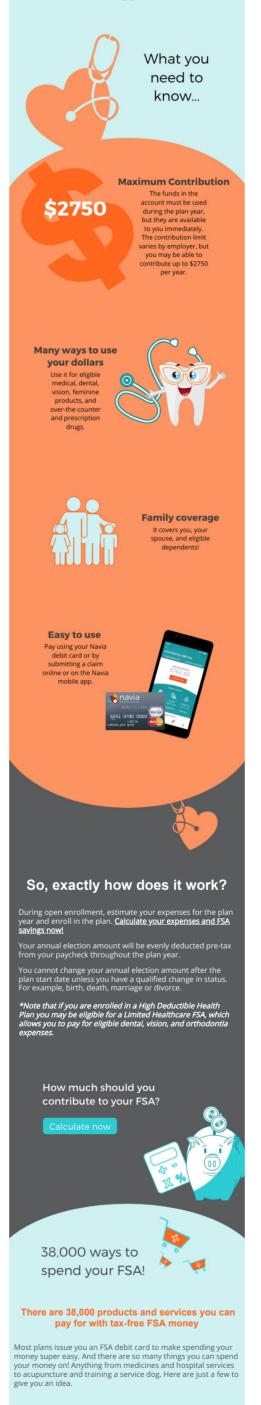


What is an FSA (Flexible Spending Account)?

An FSA helps you pay for things you likely already have to pay for, but now you get to do it tax free. For example, if you usually have to buy contacts every year and they cost around \$1500, you would pay \$450 less with your FSA.

There are thousands of eligible expenses for tax-free purchase with your FSA funds, including prescriptions, over-the-counter drugs, feminine products like tampons, doctor's office copays, health insurance deductibles, and even things like tooth brushes, toothpaste, and shampoo.

The federal government takes about 30% of each dollar you earn in FICA and federal income taxes, and you take home the remaining 70% to use for your living expenses. When you use an FSA, you set aside money before it is taxed, so you spend the entire 100% of your earned income. This means you save 30% on your out-of-pocket healthcare expenses when you use your FSA.



NEWI Over-the-counter drugs Night guards Prescription sunglasses MEWI Feminine products Bandages and other medical supplies Prescription sunglasses Prescriptions Breast pumps Stop-smoking programs Deductibiles Breast reconstruction Stop-smoking programs Office Visits Breast reconstruction Walking alds like canes, eye surgery, including lasser Chidbirth classes Chidbirth classes Walking aids like canes, walkers and crutches Orthodontia Eye surgery, including lasser eye surgery and Lasik Walking aids like canes, monitors Acaupuncture Flus hots Hearing aids and batteries ramps, railings and support bars Insulin Meege for travel to and from healt care appointments Physical therapy Nursing services

Click here for a full list of eligible items





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Don't overpay for healthcare or daycare next year



Bottom line



If you plan on spending even a dollar out-of-pocket for healthcare or daycare this year, an FSA (Flexible Spending Account) will save you an average of 30% on every expense.

Ready to enroll?

Review your employer's open enrollment instructions, so you **don't miss the sign up deadline** and miss out on savings!

Don't be afraid of "use-it-or-lose-it"

The Healthcare and Daycare FSAs are subject to the "Use-It or Lose-It" rule. This means that if you do not use all of your annual election within the plan year, the remaining funds are not refundable to you.

Some estimates have put the average amount of money forfeited in an FSA each year to be between \$50 and \$100, **but this amount is almost never higher than the amount of money a participant saves in payroll taxes** by contributing to an FSA.

Some plans include the following optional features:

Carryover

The Carryover feature allows participants to roll over up to \$550 from one plan year to the next (does not apply to daycare). Any funds above the threshold would be forfeited. This is an optional feature so check your employer's plan design to see if the Carryover is included.

Grace Period

The Grace Period gives you an extra 2.5 months at the end of the plan year to incur expenses against your FSA balance. This is an optional feature, so check your employer's plan design to see if the Grace Period is included.

Run-out Period

The run-out period is how long you have to file a claim for medical costs incurred during the plan year and during the grace period following the plan year. Run-out periods vary by employer and typically last 60 to 90 days after the end of the plan year.

Check your employer's plan design to see if the Grace Period or Carryover feature is part of your plan.

