

Don't lose the
chance to put
up to \$1,000 back
into your pocket
this year!

Participating in a Healthcare
Flexible Spending Account
(FSA) is like receiving a
30% discount from your
medical providers.

How does an FSA work?

A healthcare FSA is a flexible spending account that allows you to set aside pre-tax dollars for eligible medical, dental, and vision expenses for you and your dependents (children under the age of 27 or tax dependents for health coverage purposes), even if they are not covered under your primary health plan.

You choose an annual election amount up to the IRS limit. At the beginning of the plan year, your account is pre-funded and your full contribution is immediately available for use. Your election amount is then deducted from your paychecks in equal installments throughout the year.

Why should I enroll in an FSA?

Almost everyone has some level of predictable and non-reimbursable medical needs.

If you expect to incur healthcare expenses that won't be reimbursed by another plan, you'll want to take advantage of the savings this plan offers. Money contributed to a healthcare FSA is free from federal and state taxes and remains tax-free when it is spent on eligible expenses. On average, participants enjoy a 30% tax savings on their annual contribution. This means you could be saving up to \$1,000 per year on healthcare expenses!

Qualifying expenses

Healthcare FSA funds can cover costs for:

- + Copays, deductible payments, coinsurance
- + Doctor office visits, exams, lab work, x-rays
- + Dental exams, x-rays, fillings, crowns, orthodontia
- + Vision exams, frames, contact lenses, contact lens solution, laser vision correction
- + Medical supplies and first aid kits
- + Over-the-counter medications
- + Prescription drugs
- + Physical therapy
- + Chiropractic care
- + Hospital charges



How do I use my healthcare FSA to pay for healthcare expenses?

You can use your Pre-tax Forma Card to pay your provider for eligible healthcare expenses, or pay out-of-pocket and submit a claim for reimbursement.

What doesn't qualify

Certain expenses are not eligible, for instance:

- Cosmetic procedures or surgery
- Dental products for general health
- Expenses incurred prior to opening your FSA
- Personal hygiene products
- Insurance premiums
- Late payment fees charged by healthcare providers

Healthcare FSA

Helpful hints:

- + Your full election amount is available on the first day of the plan year, which means you'll have access to the money you need, when you need it.
- + You can't change your election amount during the plan year, unless you experience a change in status or qualifying event.
- + Save your receipts when you spend your healthcare FSA dollars. You may need itemized invoices to verify the eligibility of expenses or for reimbursement requests.
- + Easily manage your FSA benefits through your Forma account online or with the Forma app.

Have questions?

Check out our [FAQ page](#) where you can find more information and details about your benefits, account, and eligibility. Or email support@joinforma.com for other questions.

