

Your Flexible Spending Account

What is a FSA?

There are three types of FSAs available to help you save – a healthcare FSA, dependent care FSA, or a limited purpose FSA. The FSA allows you to set aside money on a pre-tax basis to pay for eligible medical, dental, vision and dependent care expenses. The amount you choose to contribute is taken out of your paycheck in equal amounts each pay period.

Why Enroll?

If you could save 30% or more on your medical, dental, vision, and dependent care expenses, would you?

Savings Can Add Up

An employee earns \$32,000 annually, which is \$1,333.33 per bi-monthly payroll. This employee elects \$250 per pay period (pre-tax) to cover the cost of insurance, health and daycare expenses

	Without FSA	With FSA
Gross Earnings	\$1,333.333	\$1,333.333
FICA, Fed/State Taxes	\$275.48	\$203.24
Insurance Premiums	\$50.00	\$50.00
Health & Daycare Exp.	\$200.00	\$200.00
NET EARNINGS	\$807.85	\$880.09
Savings Per Paycheck		\$72.24
Savings Per Month		\$144.48
Savings Per Year		\$1,733.76

Dependent Care FSA

If you have dependent care costs for a child under the age of 13 OR a spouse or dependent, who is unable to care for themselves, you should consider the dependent care FSA.

The IRS limits contributions to \$5,000 on income tax returns for single or married filing jointly, and \$2,500 for married filing separately. You can pay for expenses such as:

- Day care (child & adult)
- Summer day camp
- Nursery school & preschool
- Before and after school programs

Healthcare FSA

With this account you are able contribute up to \$3,200 to pay for eligible medical, dental, prescription, vision not covered by insurance. Eligible expenses include but are not limited to:

Copays, coinsurance & deductibles | Prescriptions Dental (excludes cosmetic) | Menstrual Products | Orthodontics Over-the-counter (OTC) items | Vision Items

Tools and Resources

NueSynergy Benefits Debit Card

Provides participants a convenient way to pay for eligible expenses directly from their designated benefit account, rather than paying out-of-pocket and waiting for reimbursement.

- Online and mobile account access to conveniently manage transactions
- Able to access all benefit accounts with one card NueSynergy Mobile

NueSynergy Mobile

A free mobile app that provides access to your benefit account anywhere at any time.

- File a claim and submit documentation
- Check balances and transaction history
- View plan communications

Eligible FSA Expenses

HEALTH CARE EXPENSES	DEPENDENT CARE FSA EXPENSES
Acupuncture/Chiropractor	After school program
Ambulance service	Au Pair
Artificial limb/teeth	Babysitting (work-related, in your home or someone else's home)
Bandages, Band-Aids, wraps, and splints	Babysitting by your relative who is not a tax dependent (work-related)
Birth control/Contraceptives	Before or after school programs
Contact Lenses/solution	Child care
Crutches/braces & supports	Dependent care (while you work, to enable you to work or look for work)
Dental treatment/Orthodontia	Extended care (supervised program before or after regular school hours)
Diagnostic services and tests	Housekeeper who cares for child (only portion of payment attributable to work-related child care)
Drugs (prescriptions)	Nanny
Eye Surgery (includes cataract, LASIK, etc.)	Nursery school
Pregnancy test kits	Payroll taxes related to eligible care
Stop-smoking program	Preschool
Schools and education (for mentally impaired or physically disabled person – see IRS publication 502)	Registration fees (required for eligible care, after actual services are received)
Therapy, physical or speech	Sick child care
Over-the-counter Medications no longer require prescription	Summer day camp
Hearing aids and batteries	Transportation to and from eligible care (provided by your care provider)
Hospital services	Tutoring
Insulin, syringes	Adult day care center
Laboratory/X-rays/Hospital fees	Elder care (while you work, to enable you to work or look for work)
Eyeglasses, prescription (includes prescription sunglasses and OTC reading glasses)	Elder care (in your home or someone else's)
Menstrual Products	Senior day care
LIMITED PURPOSE EXPENSES	
Artificial teeth	Eye Surgery (includes cataract, LASIK, etc.)
Contact lenses, solution, equipment, and materials	Eyeglasses, prescription
Dental treatment	Occlusal guards
Dental co-insurance, co-payments, and deductibles	Orthodontia
Dentures	Vision co-insurance, co-payments, and deductibles