

Your Flexible Spending Account

What is a FSA?

Your Employer provides you with the opportunity to enroll in a Flexible Spending Account or FSA. The FSA allows you to set aside money on a pre-tax basis to pay for eligible medical, dental, and vision expenses. The amount you choose to contribute is taken out of your paycheck in equal amounts each pay period. There are two types of FSAs available to help you save – a healthcare FSA and a dependent care FSA.

Why Enroll?

If you could save 25% or more on your medical, dental, vision, and dependent care expenses, would you? The FSA can help you do just that.

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.

As long as both spouses or custodial parents are employed, you can contribute up to \$5,000 pre-tax per calendar year to 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 \$2,850 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
Schools and education (for mentally impaired or physically disabled person – see IRS publication 502)	Preschool
Stop-smoking program	Registration fees (required for eligible care, after actual services are received)
Therapy, physical or speech	Sick child care
Eyeglasses, prescription (includes prescription sunglasses and OTC reading glasses)	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)
Over-the-counter Medications no longer require prescription	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