

FREQUENTLY ASKED QUESTIONS

FLEXIBLE SPENDING ACCOUNT

What is a Flexible Spending Account (FSA)?

A Flexible Spending Account is a savings account for eligible medical expenses that you can contribute to pre-tax.

How does a FSA work?

Each year participants must place a certain dollar amount into the FSA. This “election” amount is automatically deducted from the employee’s check (for that amount divided by the number of payroll periods).

What are the benefits of having a FSA?

The advantage of a FSA is that you get the money up front, so if you have high-cost medical needs, you can spend the money in January and pay it off all year.

What kinds of expenses can I pay for with my FSA?

Common plan designs include your health plan’s deductible, co-pay, and coinsurance, as well as uninsured medical expenses.

What happens if I don’t spend all the money in my FSA by the end of the year?

With a FSA, funds are typically “use it or lose it,” meaning whatever is unused at the end of the year is forfeited, unless the plan includes a carryover provision. Ask your employer if your FSA includes a carryover provision as it may impact how much you elect for the year.

How do I submit an expense?

It depends on how your plan is administered. Ask your employer how the process works for your health plan.

Are my spouse/children covered by my FSA?

Most FSAs allow you to reimburse eligible medical expenses incurred by yourself, your spouse, or your eligible child(ren). A child must be under 19, or under 24 and a full-time student, to be considered an eligible child.

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