

Flexible Spending Accounts

Save money on health care and child care expenses.



What is a Flexible Spending Account (FSA)?

An FSA is an employee benefit that allows you to set aside money pre-tax to pay for eligible health care and child care expenses for you, your spouse and dependents, even if you're not covered by your employer's insurance plan.

How do I save money?

The money you set aside in your FSA is deducted from your paycheck before taxes. That means you reduce your total taxable income by the contribution amount. Let's say you make \$50,000 a year and you put \$2,500 into your FSA. You pay taxes on \$47,500 instead of \$50,000. That's how you save! See the table to the right for details.

	with FSA	w/o FSA
Annual salary	\$50,000	\$50,000
FSA contribution	\$2,500	\$0
Taxable income	\$47,500	\$50,000
Taxes (Federal, State, FICA 15% + 5% + 7.65%)	\$13,134	\$13,825
After tax dollars spent on eligible expenses	\$0	\$2,500
Real spendable income	\$34,366	\$33,675
ANNUAL SAVINGS	\$691	\$0

For illustrative purposes only. Actual tax savings will vary based on your personal tax situation. Consult a tax professional for more information.

What can I use my FSA for?

Eligible health care expenses include:

- Deductibles, co-pays and other expenses not covered by insurance
- Prescription drugs and medical supplies
- Dental and orthodontic expenses
- Vision expenses including eyeglasses, prescription sun glasses, contact, lens solution and Lasik eye surgery

Eligible dependent care expenses include:

- Daycare, after-school care, non-residential summer camp expenses for a child under age 13
- Care for spouse or other dependent physically or mentally incapable of self-care

(Partial list only. For a complete list, visit www.mcgriffinsurance.com/flex.)

How much can I contribute to my FSA?

The maximum amount you can contribute in 2019 is \$2,700 for a health care FSA and \$5,000 for a dependent care FSA.

How do I get reimbursed?

You have three options! You can use the Benefit Access Visa Card to just swipe and go, you can submit a reimbursement claim online through the Mobile App or at www.mcgriffinsurance.com/flex or you can mail a claim form.

Want to learn more about this money saving benefit?

Visit www.mcgriffinsurance.com/flex for more information or contact your Human Resources department to enroll.



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