

Flexible Spending Account Overview

Open a Flexible Spending Account with PIOPAC FIDELITY and save money....

What is an FSA?

An FSA or Flexible Spending Account is a way for you to set aside money, before taxes on eligible expenses such as out of pocket medical, daycare, parking, and transportation. You determine your election and your employer deducts that amount evenly from your paychecks throughout the plan year. Since these deductions are being taken out before taxes you lower your taxable income and you use tax-free money for your expenses.

Types of Accounts:

FSA Medical

Prescriptions
FSA Eligible Items
Co-payments
Dental and Vision services
Airfare Travel Expenses for Healthcare

FSA Dependent Day Care

Day Care
Preschool
Before / After school care
Dependent adult day care
Day Camps

Commuter

Public transportation

Parking

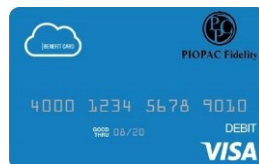
Parking fees

These are just some of the eligible expenses that can be included in your FSA plan. A complete list of all eligible expenses can be found on www.piopac.com. Under FSAs, HRAs & More- Forms & Resources for Participants.

How to use your FSA money:

PIOPAC FIDELITY makes it easy to gain access to your money. Here are several choices on how you can use your FSA money.

- ✓ **WEX Health Card** (FSAMED only)
 - WEX Health Card will be pre-funded with your annual election
 - You can use this debit card at merchants that accept credit or debit cards such as physician's offices, pharmacies, and certified no receipt retailers.



- ✓ **Get Reimbursed** (Health, Dependent Care, and Transportation)
 - Pay for services out of pocket then request a reimbursement through fax, email, our website, or the mobile app.

Save up to 40% on Health & Day Care Expenses.

Reduce your taxable income & increase your take home.

Have Access to your FSAMED funds with the WEX Health Card.

Manage & file claims online and through our Mobile App.



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Things to know:

- Your FSA Medical funds are fully accessible from the start of the plan year. FSA Dependent Day Care funds must be in the FSADDC account before they can be used.
- FSA's are regulated by the IRS who determines what expenses are eligible. The eligible expenses can change depending on IRS ruling.s.
- Tax dependent children must be under 13 years old for their expenses to be eligible.
- Most FSA purchases are automatically verified, but you might be asked to substantiate your purchase with a receipt. It's always a good idea to save your receipts.
- You can use our FSA checklist to help estimate your FSA election. This form is on our website at www.piopac.com

Accessing your FSA funds:

- Use WEX Health Card for FSA eligible items
- Claim for reimbursement with the PIOPAC Mobile app
- Claim for reimbursement with the PIOPAC online consumer portal - <https://piopacee.lh1ondemand.com/>
- For questions and FSA reimbursement claims email: fsaclaims@piopac.com
- Fax FSA reimbursement claims to: (808) 536-0430

Questions:

For more information please contact PIOPAC FIDELITY at (808) 792-5226 or Log on to our website at www.piopac.com



Pre-Taxing Example	
Per \$1,000 in salary	
Without FSA:	
\$1,000	Gross Payroll
<u>-\$250</u>	Taxes (25%)
\$750	Paycheck
<u>-\$100</u>	Out of Pocket Health Expenses
\$650	Net Spendable Money
With FSA:	
\$1,000	Gross Payroll
<u>-\$100</u>	Out of Pocket Health Expenses
\$900	Adjusted Gross Income
<u>-\$225</u>	Taxes (25%)
\$675	Net Spendable Money

Tax Savings Estimate	
FSA Medical	Example
Prescription drugs	\$200
Dental services	\$350
Vision Services	\$100
Doctor Visit co pays	\$150
Orthodontic procedures	\$1,500
Prescription eye glasses	\$200
Annual Election	\$2,500
Taxes (30%)	x 30%
Estimated Tax Savings	\$750

FSA Dependent Day Care	Example
Pre School Tuition	\$3,000
A+ Programs	\$900
Summer Day Care	\$600
Enrichment Program	\$500
Annual Election	\$5,000
Taxes (30%)	x 30%
Estimated EE Tax Savings	\$1,500