

MEDICA DIRECTSM FSA (FLEXIBLE SPENDING ACCOUNT) OPTION



Medica Direct gives you choices when it comes to health care spending—taking advantage of an FSA is one of them. An FSA lets you set aside pre-tax dollars to pay for eligible medical expenses and dependent care, allowing you to realize a significant savings.

Which FSA options are being offered by your employer?

The type of FSA determines how you can use your funds. Your employer may offer one or more of the following:

- > Limited medical-only FSA (with Health Savings Account)
- > Medical FSA
- > Dependent care-only FSA
- > Combined medical/dependent care FSA

Medica Direct FSA Tools help you consider eligible expenses

Because FSA funds can't be carried over from year to year, it is important that you estimate anticipated expenses before electing your contribution amount. Medica Direct provides a link directly to the IRS Web site so you can see the most up-to-date information on what expenses are eligible for reimbursement from an FSA account and therefore better estimate contributions.

TO ACCESS THE ONLINE FSA CALCULATOR
ALONG WITH OTHER DECISION SUPPORT
TOOLS, SIMPLY GO TO WWW.MEDICA.COM
AND CLICK ON MEDICA DIRECT.

An FSA must meet requirements established by the IRS

The tax advantages of an FSA are realized only when you honor IRS guidelines for the account.

- > Funds not used within defined timeline for benefit year are forfeited
- > Maximum contribution is \$5,000 per year for dependent-care FSA; your employer establishes a limit for a medical FSA

Claims are easy to submit and track

- > You may submit claims manually or choose to have eligible claims paid automatically

Medica Direct with Flexible Spending Account (FSA) and Health Savings Account (HSA)

Your employer may offer you the option of a limited medical FSA together with an HSA. As with the FSA-only option, the type of FSA determines how you can use your funds, with one important difference. Limited medical FSA funds are available for vision and dental expenses, but cannot be used for expenses covered by the health plan. Except for this point, all other features and advantages are identical to the FSA-only option.