



Your money can go further

A flexible spending account (FSA) gives you tax-advantaged money up front for your health care needs

An FSA has flexible in its name for a reason. It helps you maximize your budget, giving you the ability to use pretax dollars to pay for eligible expenses for you and your family.

Check out these highlights:



Access your dollars on day one

Your FSA funds are available as soon as your plan year begins, even before you contribute.



Spend tax-advantaged money

The dollars you put into your account are pretax, so every time you use those dollars to pay for eligible expenses, you save money.

Save on out-of-pocket costs head to toe

Eligible expenses include deductibles, copays, dental, vision, prescriptions and your family's medical care – regardless of their health care coverage. Here are a few examples of eligible expenses:



Acupuncture



Over-the-counter treatments like pain relievers, bandages and orthopedic inserts



Childbirth classes



Chiropractic services



Physical therapy



Diabetic supplies



Psychotherapy



Fertility treatment



SPF 15+ sunscreen



For an easily searchable list of eligible medical expenses, visit optum.com/QualifiedExpenses.



Use it or you (might) lose it

FSAs can differ by employer. FSAs generally do not allow you to use your funds after a specified date. Your employer may offer grace periods that extend the time you may use your account, and some offer rollovers of unused funds. Check your plan documents to see what your FSA allows.



How is an FSA different from an HSA?

Unlike with an HSA, leftover dollars in an FSA typically don't roll over to the next plan year and you'll likely have a deadline to spend your dollars. An FSA also doesn't allow you to invest your contributions. Both an FSA and HSA allow you to use your Optum Payment Card to pay for eligible expenses. Check your plan documents to see what your FSA allows.

See how the Frazier family benefits from an FSA



The Fraziers have a full house with a growing family. Here's how much they can save per year with an FSA that covers their children:

Annual pay	Yearly contribution	Taxable income	Total annual tax savings
\$70,000	-\$2,000	\$68,000	\$593*

How can you save?

Your taxable income is reduced by the amounts you deposit into your FSA account, up to IRS limits.

Check your employer plan documents to see what your FSA allows.

*Assuming 22% federal income tax and 7.65% FICA. Results and amount will vary depending on your particular circumstances.



Ready to enroll?

Enrolling in an FSA is quick and easy because it's built into your employer's benefit options. Review your materials today so you don't miss your chance to sign up.



Scan the QR code, or go to optum.com/FSAIntro, to see how you can save.

Investments are not FDIC insured, are not bank issued or guaranteed by Optum Financial or its subsidiaries, including Optum Bank, and are subject to risk including fluctuations in value and the possible loss of the principal amount invested.



Health savings accounts (HSAs) are individual accounts largely held at Optum Bank®, Member FDIC, and administered by Optum Financial, Inc. or ConnectYourCare, LLC, an IRS-Designated Non-Bank Custodian of HSAs, a subsidiary of Optum Financial, Inc. Neither Optum Financial, Inc. nor ConnectYourCare, LLC is a bank or an FDIC insured institution. HSAs are subject to eligibility requirements and restrictions on deposits and withdrawals to avoid IRS penalties. State and/or local taxes may still apply. Fees may reduce earnings on account. Refer to your HSA account agreement for details.

Flexible spending accounts (FSAs), dependent care assistance programs (DCAPs), health reimbursement arrangements (HRAs), Commuter and Parking Benefits, Tuition Assistance Plans, Adoption Assistance Plans, Surrogacy Assistance Plans, Wellness Benefits, and Lifestyle Accounts (collectively, "Employer-Sponsored Plans") are administered on behalf of your plan sponsor by Optum Financial, Inc. or ConnectYourCare, LLC, and are subject to eligibility and restrictions. Employer-Sponsored Plans are not individually owned and amounts available under the Employer-Sponsored Plan are not FDIC insured.

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