



The “benefits” of a Flexible Spending Account (FSA)

Prepared exclusively for

Employer Name

Agenda

- [Is an FSA right for me? \(video\)](#)
- Key Highlights of an FSA
- Medical & Dependent Care FSAs
- Sample Savings
- Specific Benefits of the stacked OneBridge FSA and HRA
 - Benefits Card
 - Portal / Mobile App
 - Customer Service
- Enrollment & Elections
- Questions & Answers





Key Highlights

- Pre-tax benefit (provides tax savings)
- Increased take home pay
- Convenient payroll contributions
- Can use to pay for qualified medical or dependent care expenses
- Easy to use payment & reimbursement options
 - Benefits (Debit) Card*
 - Portal & Mobile App Claim submissions*

** When stacked with an HRA account, you get to enjoy a single benefits card, and one portal/mobile login*



Medical FSA



- Can be used to pay for qualified medical expenses, including:
 - Doctor's office copays
 - Chiropractic services
 - Prescriptions
 - Dental care (including braces)
 - Vision care (including contacts, prescription sunglasses and LASIK)
 - Over the counter medications (now without needing a prescription)
- The District 196 FSA 2022-23 Plan has a maximum election amount of \$2,850
 - Your entire election amount is available at the beginning of the plan year
 - Your Plan also includes:
 - **\$570** Carryover amount, which allows you to roll up to this amount of unused funds over into your next year's plan





Dependent Care (DCAP) FSA

- Can be used to pay for qualified dependent care expenses including:
 - Day care, preschool, and elderly care
 - A qualified dependent is someone that you claim on your taxes
- Expenses must be for you and your spouse to work, look for work or attend school full-time
- The District 196 FSA 2022-23 Plan has a maximum (family) election of \$5,000
 - Your election funds become available to use as they are withheld from your scheduled paychecks



Election Changes

After the new plan year begins, you generally can't change your benefit election, unless you experience a **Qualifying Life Event (QLE)**, including:

- Marriage or divorce
- Birth or adoption
- Change in your or your spouse's employment status, including termination
- Death of spouse or child

Note: you must inform your employer within 30-days of the event occurrence, and complete a QLE-Election Status Change form





Sample Savings

	Without FSA	With FSA
Gross Monthly Salary	\$5,000	\$5,000
Health FSA Contributions	\$0	\$238
Dependent Care FSA Contributions	\$0	\$417
Taxable Income	\$5,000	\$4,345
Taxes	\$1,500	\$1,304
Monthly Take Home Pay	\$3,500	\$3,696
	Monthly Savings	\$196
	Annual Savings	\$2,352

All figures in this table are examples and based on using FSA funds to pay for eligible monthly expenses of \$655 via the use of Health and Dependent Care accounts that are taking advantage of the IRS allowed maximum annual elections of \$2,850 and \$5,000, respectively. It also uses an estimated tax rate of 30% (Income, State, FICA). Actual tax rate, expenses, and tax savings may be different.



One Benefit Card



ONE BRIDGE Benefits Card

4000 1234 5678 9

VALID
THRU 12/24

CARDHOLDER NAME

- You get to benefit from the use of the single integrated OneBridge Visa® Benefits Card to easily access the funds in both your **HRA** and **FSA** accounts!
- The benefit card ensures that FSA funds are used first to minimize any loss of funds at the end of the plan year, as well as to allow your HRA funds to be saved/invested
- The benefit card automatically recognizes the difference between types of expenses and will automatically pull funds from the account that is able to cover the expense (examples: premium payments from HRA, medical expenses from Health FSA 1st, childcare from Dependent Care)

The OneBridge Visa® Benefits Card is issued by the Bancorp Bank pursuant to a license from Visa U.S.A. Inc. The Bancorp Bank; Member FDIC. Card can be used for qualified expenses wherever Visa Debit Cards are accepted. See cardholder agreement for details.



One Login

- Enjoy using the same robust portal and mobile application to quickly and easily access both your **HRA** and **FSA** accounts
- You'll have access to real-time account information and be able to:
 - View balance and claim/card history
 - Submit & resubmit claims
 - Submit supporting documentation
 - Update preferences and personal information
 - And much more...

Note: All the same great access and features are also available via the OneBridge HRAgo® Mobile App



Customer Service

- Enjoy being serviced by the friendly OneBridge Customer Care team for all your FSA and HRA account servicing needs
 - 888-865-1628
 - 8:00 am – 7:00 pm (Central)
 - Secure messaging via Participant Portal



 **YourWay FSA**



Enrollment

ENROLL
NOW >



- All benefit eligible employees may participate in the District 196 Health & Dependent Care FSA Plans
 - Open Enrollment begins April 28, 2022 and runs through May 13, 2022
- When deciding on how much you should contribute to your FSA(s), you should:
 - Estimate the anticipated annual expenses for yourself, your spouse and/or your tax dependents
 - These expenses may include Co-pays, Dental, Vision, Prescriptions, any planned procedures, child or adult care costs, etc.



Enrollment (continued)

- You'll enroll by creating an account by accessing <https://benefitswayfinder.com>



1 Create your Benefits Wayfinder account by accessing <https://benefitswayfinder.com>

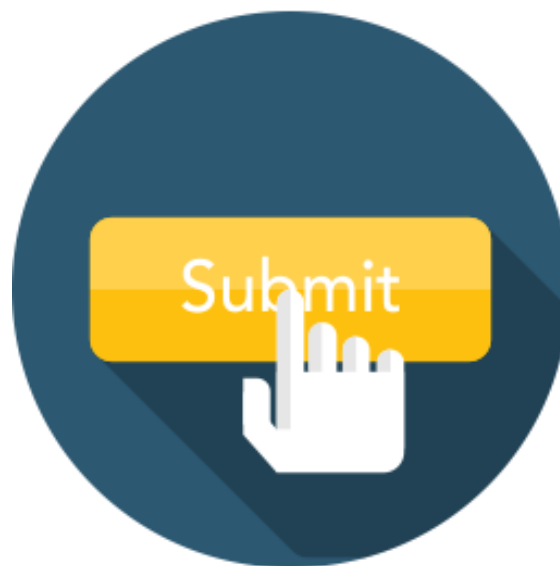
2 Click on the **Register** button, then enter a few pieces of information, and Employer Code of **196** to start the registration process

3 Create your username and password, and security questions

4 Confirm your personal information, add any dependents your FSA benefit(s) will cover

5 From here, access the Health and Dependent Care Benefit options, make your elections

6 **Submit**





ONEBRIDGE

Lifespacing **HRA & FSA Benefits**

Learn more at onebridgebenefits.com

Any Questions

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Thank you!