

PAYFLEX[®]

Health Savings Account (HSA) and Limited Purpose Flexible Spending Account (LPFSA)

Two great ways to save

Want to reduce your taxable income and increase your take-home pay? Just enroll in the HSA and LPFSA. They'll help you, your spouse and your tax dependents save on eligible health care expenses.

Great reasons to enroll in the HSA

- Contribute* pretax and post-tax dollars.
- Contribute up to **\$3,550****/individual and **\$7,100****/family (pretax) annually.
- Unused funds roll over from year to year.
- It stays with you, even if you switch employers, change health plans or retire.
- If you have an HSA somewhere else, you can transfer the balance to your new HSA.
- Your money can earn interest — plus, you can enjoy investment options.
- **Eligible expenses may include:**
 - Deductibles, copays and coinsurance
 - Eligible prescriptions
 - Vision care, including LASIK eye surgery
 - Dental care, including orthodontia

Save even more with the LPFSA

- Contribute up to the Internal Revenue Service limit of **\$2,750.***** in pretax dollars from your paycheck.
- Your full contribution is available at the start of the plan year.
- The LPFSA works great with an HSA, since it helps save your HSA dollars for future expenses.
- **Eligible expenses may include:**
 - Dental and orthodontia care, such as fillings, X-rays and braces
 - Vision care, including eyeglasses, contact lenses and LASIK surgery



Good to go

Managing your account has never been easier with the PayFlex Mobile[®] app

- Check your balance and view alerts.
- Make payments, withdrawals and deposits (HSA).
- Snap a photo of your receipts (LPFSA).
- View PayFlex[®] debit card transactions.
- View common eligible expense items, and more.

Keep in mind: If you don't use your LPFSA funds by the end of the plan year, you may lose them. **Important note:** Some plans are designed with pre- and post-deductible phases. This means that before you meet your health plan deductible, funds are used for vision and dental expenses. Then, once you meet your health plan deductible, you can use funds to pay for all eligible health care expenses. Please confirm your plan details with your employer. Check your plan details to confirm.

*Annual contribution amounts include all contributions made to an HSA. If you have an HSA somewhere else, you can transfer that HSA balance (which will not count toward the HSA contribution maximum) to your new HSA. And you can make a one-time, tax-free transfer from an individual retirement account (that amount will count toward your maximum). And if you're age 55 or older, you can contribute up to another \$1,000 annually.

**The maximum contribution limits are subject to change annually.

***Some employers may set a lower limit. Please check your plan details for how much you can contribute.

Up to three ways to pay

Once your funds are available, it's easy to pay for your eligible expenses. You can:

Use the PayFlex Card®, your account debit card: When you use the PayFlex Card, your expense is automatically paid from your account.

Pay yourself back: Pay for eligible expenses with cash, a check or your personal credit card. Then, pay yourself back from your account. You can even have your payment deposited directly into your checking or savings account.

- **LPFSA:** Submit a claim through the PayFlex Mobile app or your PayFlex member website. Or fax/mail the claim directly.
- **HSA:** Pay yourself back using the PayFlex Mobile app or the member website.
- **Pay your provider:** Use the PayFlex® online feature to pay your provider directly from your account.

Take care of your HSA and it could keep on growing

Once you have a minimum HSA balance, typically \$1,000, you can open an investment account. There's a range of mutual funds to choose from. Plus, no transfer or trading fees and no minimum investment trade amounts.

Quick tip:
Save itemized statements, detailed receipts and any Explanation of Benefits statements for your expense records.

Got questions?

Just visit payflex.com or call us directly at 1-844-729-3539 (TTY: 711). We're here to help Monday - Friday 7a.m. - 7p.m. CT, and Saturday 9a.m. - 2p.m. CT.

Note: There may be fees associated with a Health Savings Account ("HSA"). These are the same types of fees you may pay for checking account transactions. Please see the HSA fee schedule in your HSA enrollment materials for more information.

PayFlex Systems USA, Inc.

This material is for informational purposes only and is not an offer of coverage. It contains only a partial, general description of plan benefits or programs and does not constitute a contract. It does not contain legal or tax advice. You should contact your legal counsel if you have any questions or if you need additional information. In case of a conflict between your plan documents and the information in this material, the plan documents will govern. Eligible expenses may vary from employer to employer. Please refer to your employer's Summary Plan Description ("SPD") for more information about your covered benefits. Information is believed to be accurate as of the production date; however, it is subject to change. PayFlex cannot and shall not provide any payment or service in violation of any United States (U.S.) economic or trade sanctions. For more information about PayFlex, go to payflex.com.

Investment services are independently offered through a third-party financial institution. By transferring funds into an HSA investment account, you can potentially benefit from capital appreciation in the value of mutual fund holdings. However, you will also be exposed to a number of risks, including the loss of principal, and you should always read the prospectuses for the mutual funds you intend on purchasing to familiarize yourself with these risks.

The HSA investment account is an optional, self-directed service. We do not provide investment advice for HSA investment account participants. You are solely responsible for any investment account decisions you make. Mutual funds and brokerage investments are not FDIC-insured and are subject to investment risk, including fluctuations in value and the possible loss of the principal amount invested. The prospectus describes the funds' investment objectives and strategies, their fees and expenses, and the risks inherent to investing in each fund. Investors should always read the prospectus carefully before making any investment decision. System response and account access times may vary due to a variety of factors, including trading volumes, market conditions, system performance and other factors.

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PayFlex Card® is a registered trademark of PayFlex Systems USA, Inc.

PAYFLEX®

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PayFlex® Limited Purpose Flexible Spending Account (LPFSA)

Save money when paying dental and vision costs

Want to reduce your taxable income and increase your take-home pay? Just enroll in an LPFSA and start saving money on dental and vision expenses for you, your spouse and your tax dependents.

Great reasons to enroll in an LPFSA

- Contribute up to the Internal Revenue Service (IRS) limit of **\$2,750*** in pretax dollars from your paycheck.
- Your full contribution is available at the start of the plan year.
- It works great with a health savings account (HSA), because it can help you save your HSA dollars for future expenses.
- Eligible expenses may include:
 - Dental and orthodontic care, like fillings, X-rays and braces
 - Vision care, including eyeglasses, contact lenses and LASIK eye surgery

Important note: Some plans are designed with pre- and post-deductible phases. This means that before you meet your health plan deductible, funds are used for vision and dental expenses. Then, once you meet your health plan deductible, you can use funds to pay for all eligible health care expenses. Please confirm your plan details with your employer.

Pay the PayFlex way

PayFlex makes it easy to pay for your eligible expenses. You can:

- **Use the PayFlex Card®, your account debit card:** When you use the PayFlex Card, your expense is automatically paid from your account.
- **Pay yourself back:** Pay for eligible expenses with cash, a check or your personal credit card. Then submit a claim to PayFlex to pay yourself back. You can even have your payment deposited directly into your checking or savings account.
- **Pay your provider:** Use the PayFlex® online feature to pay your provider directly from your account.



The PayFlex Mobile® app makes it simple

- Manage your account and view alerts.
- Snap a photo of your receipts to submit claims.
- View common eligible expense items, and more.

Note: Some PayFlex cards are used only for certain expense items. Check your plan details to confirm.

*Some employers may set a lower limit. Please check your plan details for how much you can contribute.

Keep these things in mind

- View the IRS contribution limits and a list of common eligible expense items on the PayFlex member website.
- Flexible spending accounts (FSAs) have a use-it-or-lose-it rule. This means you'll lose any unused funds at the end of the plan year.
 - The run-out period gives you extra time to submit claims to pay yourself back.
 - If your plan has a grace period,* you'll have additional days to use your funds.
 - If offered, you may be able to carry over up to \$500 to the next plan year. Check your plan details to confirm.
- You can update your contribution if you have a change in status.** For example:
 - Legal marital status
 - Number of tax dependents
 - Employment status
 - Dependent coverage (for example, reached age limit, gain or loss of student status, or marriage)

*If your plan allows you to carry over unused health care FSA funds, the grace period doesn't apply.

**You must apply for a change in your election through your employer. See your employer's Summary Plan Description for specific details about your plan.

Quick tip:

When using your funds, don't forget to save your itemized statements and detailed receipts.

Got questions?

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