

to experience a qualifying event.

### Qualifying life events for any FSA:

- Change in marital status
- Change in the number of dependents
- Increase due to birth, adoption or marriage
- Decrease due to death, divorce or loss of eligibility
- Gain or loss of eligibility to a change in participant spouse or dependent employment status

### Additional dependent FSA qualifying life events include:

- Change in daycare provider
- Child turning age 13
- Increase or decrease in cost of qualifying day care expenses
- Judgement, decree or court order requiring a change in coverage

If you experience a qualifying event, contact your employer to make changes to your plan.

# Medical FSA and Dependent Care FSA

## Contribution limits & IRS regulations

The IRS sets the maximum dollar amount you can elect and contribute to a medical flexible spending account (medical FSA) and dependent care FSA. The 2021 FSA annual contribution limit is:

**Medical FSA - \$2,750**

**Dependent care FSA - \$10,500 per household;  
\$5,250 per person (if married and filing separately)**



### Medical FSA

Once you elect, all of your medical FSA dollars are available for you to use the very first day of the plan year. For example, if you elect to contribute \$1,200 to your medical FSA, your contributions will be deducted evenly across all of your paychecks for the year, but you have access to all \$1,200 on Day 1! You can use your funds for expenses incurred by you, your spouse or eligible dependents.



### Dependent care FSA

The dependent care FSA allows you to use the funds in your account as you contribute to the dependent care FSA from your paycheck. After each payroll contribution has been made, those funds are applied to your account and available for reimbursement. This is different from a medical FSA because you cannot use all of the funds Day 1.

### Use-or-lose

~~Don't forget to spend your FSA dollars. If you have not used all of your FSA dollars before the end of the plan year, you will forfeit any money left in your account. (Check with your employer to confirm how many days you have to submit claims for reimbursement after the plan year ends.)~~

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# Medical FSA

## Why should I choose a medical flexible spending account?

A medical FSA is a benefit that allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for healthcare expenses. This saves you money by reducing your taxable income.

What does it cover?

There are thousands of eligible expenses, including:

- Copays and coinsurance
- Doctor visits and office visits
- Over-the-counter medications (first aid kits, allergy, asthma, cold and flu medicine, heartburn, etc.)
- Prescription drugs

View our interactive expense list at

[www.wexinc.com/ins](http://www.wexinc.com/ins)



### Funds on Day 1

Schedule that surgery, buy those eyeglasses or finally get those braces. All of your FSA funds are available to spend right away. Use your benefits debit card at the point of purchase.



### Discount

Think of it like a discount on healthcare expenses at stores such as Amazon, Target, or Walgreens. You can contribute to a health savings account (HSA).



## Fast fact

Don't know how much to elect? Determine how much you spent on healthcare expenses last year and estimate the amount you'll spend this year using our eligible expense list. Any funds you contribute to the medical FSA must be spent by the end of the plan year.



## Recurring Dependent Care Request Form

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- Get instant updates on the status of your claims.
- File a claim and upload documentation in seconds using your phone's camera.
- Scan an item's bar code to determine if it's an IRS Code Section 213(d) eligible expense.
- Report a card as lost or stolen, which

Have questions?  
 Contact our Participant Services department. Our Participant Services team is available Monday - Friday 6:00 a.m. to 9:00 p.m. Central time.

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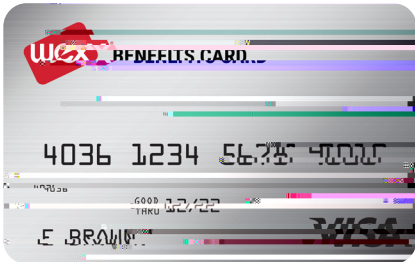
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If you have a payroll deduction for insurance premiums, eligible premiums will be deducted before taxes are calculated. You will automatically be enrolled in this portion of your Section 125 Plan. However, if you wish, you may opt out of the Employee Premium Conversion part of the Plan by contacting your HR Department and filing out the waiver form. Insurance premiums are not eligible for reimbursement with your Medical or Limited Medical Spending Account.


I authorize my employer to reduce my pay on a per-pay-period basis as indicated above. I understand my reduction is for one expense