



What is a healthcare flexible spending account (FSA)?

How your healthcare FSA works

A healthcare FSA is a flexible spending account that allows you to **set aside pre-tax dollars for eligible medical, dental, and vision expenses** for you and your dependents, even if they are not covered under your primary health plan.

You choose an annual election amount, based on your employer's plan (the maximum for 2023 is \$3,050). At the beginning of the plan year, your account is pre-funded and your full contribution is immediately available for use. Your election amount is then deducted from your paychecks in equal installments throughout the year.

How do I use my FSA to pay for healthcare expenses?

You can use your Lane Health Card with a Heart to pay your providers for eligible healthcare expenses, or pay with your personal funds and submit a claim for reimbursement.

Why should I enroll in a healthcare FSA?

Almost everyone has some level of predictable and non-reimbursable medical needs.

If you expect to incur medical expenses that won't be reimbursed by another plan, you'll want to take advantage of the savings this plan offers. Money contributed to a healthcare FSA is free from federal and state taxes and remains tax-free when it is spent on eligible expenses.

What can I pay for with my healthcare FSA?



- + Copays, deductible payments, coinsurance
- + Doctor office visits, exams, lab work, x-rays
- + Prescription drugs and over-the-counter medications
- + Dental exams, x-rays, fillings, crowns, orthodontia
- + Vision exams, frames, contact lenses, contact lens solution, laser vision correction
- + **And much more...**

Helpful healthcare FSA hints

Your full election amount is available on the first day of the plan year, which means you'll have access to the money you need, when you need it.

You can't change your election amount during the plan year, unless you experience a change in status or qualifying event.

Save your receipts when you spend your healthcare FSA dollars. You may need itemized invoices to verify the eligibility of expenses or for reimbursement requests.

The easiest way to manage your account is online at BeWell.lanehealth.com

Any unused funds that remain in your account at the end of the year will be forfeited, unless your healthcare FSA has a carryover provision or grace period.