How Much Can I Save with an FSA?

	FSA	No FSA
Annual Taxable Income	$24,000	$24,000
Health FSA	$1,500	$0
Dependent Care FSA	$1,500	$0
Total Pre-tax Contributions	-$3,000	$0
Taxable Income after FSA	$21,000	$24,000
Income Taxes	-$6,300	-$7,200
After-tax Income	$14,700	$16,800
After-tax Health and Welfare Expenses	$0	-$3,000
Take-home Pay	$14,700	$13,800
You Saved	**$900**	**$0**

Help Make Medical Costs Painless.

Visit **fsa.nbsbenefits.com** for more info or call one of our Benefit Specialists at **800-274-0503**

nbs national benefit services

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What is a Flexible Spending Account (FSA)?

Flexible Spending Account (FSA)

Two Types of FSAs

To take advantage of a health FSA, start by choosing an annual election amount. This amount will be available on day one of your plan year for eligible medical expenses.

Payroll deductions will then be made throughout the plan year to fund your account.

A dependent care FSA works differently than a health FSA. Money only becomes available as it is contributed and can only be used for dependent care expenses.

Both are pre-tax benefits your employer offers through a cafeteria plan. Choose one or both — whichever is right for you.

What is a Cafeteria Plan?

A cafeteria plan enables you to save money on group insurance, healthcare expenses, and dependent care expenses. Your contributions are deducted from your paycheck by your employer before taxes are withheld. These deductions lower your taxable income which can save you up to 35% on income taxes!

Partial List of Eligible Expenses:

- Medical/Dental/Vision Copays and Deductibles
- Prescription Drugs
- Physical Therapy
- Chiropractor
- First-Aid Supplies
- Lab Fees
- Psychiatrist/Psychologist
- Vaccinations
- Dental Work/Orthodontia
- Eye Exams
- Laser Eye Surgery
- Eyeglasses, Contact Lenses, Lens Solution
- OTC Medication
- Menstrual Care Products

Enrollment Consideration

After the enrollment period ends, you may increase, decrease, or stop your contribution only when you experience a qualifying “change of status” (e.g. marriage, divorce, employment change, dependent change).

Be conservative in the total amount you elect to avoid forfeiting money at the end of the plan year.

How to Spend

Spending is easy

Our convenient NBS Smart Card allows you to avoid out-of-pocket expenses, cumbersome claim forms and reimbursement delays. You may also utilize the “pay a provider” option on our web portal.

Account access is easy

Get account information from our easy-to-use online portal and mobile app. See your account balance, contributions and account history in real time.

What if I don’t use it all?

Because an FSA is a planning tool with great tax benefits, you must use the account balance in its entirety before the end of the plan year or it will be forfeited. This is known as the “use-it-or-lose-it” rule.

Your employer may offer a grace period or a $500 rollover to help if you miss the mark a little bit. Make sure to plan carefully when you enroll.