

# Choose Medical Mutual's FSA

**Medical Mutual's flexible spending account (FSA) connects with your group's Medical Mutual healthcare benefits and helps you save almost 8 percent on every dollar\* your employees set aside for their FSA. This saves you time and money.**

With our integrated solution, we help you efficiently manage both your healthcare benefits and FSA administration with one company. This eliminates the inconvenience of dealing with multiple platform partners and gives you back time in your busy day. We give your employees single sign-on access to their benefits, along with the support of our award-winning Ohio-based Customer Care team.

FSAs give both your company and your employees great tax-saving benefits. As an employer, you can save up to 7.65 percent in combined FICA and other federal taxes with every dollar contributed to an FSA. Your employees benefit by using pre-tax dollars to pay out-of-pocket expenses for eligible medical, dental, vision, dependent care, parking and transit expenses.

## Why Employers Love Our FSA

### Complete Employer Administration

We provide you access to:

- On-demand reporting
- Enrollee participation information
- Substantiation reports
- Our team of implementation experts

### FSA Funding Options

- Debit Card-Enabled FSA
  - Works just like a standard debit card for qualified expenses
  - Members have easy access to funds at the point of service
  - Auto-substantiation feature minimizes the need for members to submit receipts
- Claims Integration FSA
  - After medical claims are processed, FSA-eligible expenses are automatically filed against the FSA account and payment goes directly to the employee.

## Why Employees Love Our FSA

### Full Access 24/7

Once enrolled, your employees will have 24/7 online access to view claims and check FSA balances through My Health Plan.

### Debit Card Employee Features

- Members manage how funds are used
- Members can easily pay at point of service
- Members can report and reissue a lost or stolen debit card

### Claims Integration Employee Features

- Auto-substantiation feature minimizes the need for members to submit receipts

### Support

By linking our healthcare benefits and our FSA, your employees can get help from our Medical Mutual Customer Care teams.

And with single sign-on access, employees can find the answers they need anytime via My Health Plan.

**For more information, please contact your Medical Mutual sales representative or your broker.**

\*For illustrative purposes only. Based on a 7.65 percent FICA, 15 percent federal tax and 5 percent state tax. Your employees' tax situations may be different.

## Additional Features

### Medical Mutual Debit Card — Multiple Accounts on One Card

Depending on your FSA plan design, Medical Mutual can stack multiple FSA types with a health savings account (HSA) or a health reimbursement arrangement (HRA). Our card technology determines which purchases should be applied to which accounts that are associated with the card. In addition, by integrating the card with the Inventory Information Approval System (IIAS), most claims auto substantiate without intervention needed on the employee's behalf.

### AccountLink Mobile App

Employees can access their Medical Mutual FSA on the go with our AccountLink mobile app. With AccountLink, employees can view account balance and profile information, submit a claim and more from a mobile device. The AccountLink app is available for free from the Apple App Store® or Google Play™ by searching for AccountLink.

## Medical Mutual FSA FAQs

### What FSAs does Medical Mutual Offer?

- Flexible Spending Account (FSA)  
The FSA allows employees to pay for eligible healthcare expenses on a pre-tax basis. This reduces the amount they pay for federal income tax, FICA tax and, as applicable, state income tax.
- Limited-purpose Flexible Spending Account (LPFSA)  
The LPFSA is available for companies that offer an HSA. The LPFSA is designed to complement the HSA, and may be established to pay for eligible vision and dental expenses. Medical expenses are not permitted because the tax-favored HSA is used to pay those costs.
- Dependent Care/Elder Care Account (DCA)  
The DCA allows employees to pay for day care expenses for a dependent child or adult. Eligible services include nursery school, nanny, and before or after school care/day camp through age 12; day care for a disabled adult or child; and elder day care for a parent or dependent.
- Parking Reimbursement Account (PKG)  
The PKG allows employees to set aside pre-tax dollars to pay for qualified workplace parking expenses.
- Transit Reimbursement Account (TRN)  
The TRN allows employees to set aside pre-tax dollars to pay for qualified workplace mass transit expenses.

### What year-end options do I have as an employer?

You may offer employees a grace period up to two months and 15 days after the end of the plan year to use any contributed funds. This lets employees incur and submit reimbursement requests using the previous year's FSA balance. At the end of that grace period, all unspent funds must be forfeited.

You may offer employees with an FSA or LPFSA the option to roll over up to \$500 of their unused balance to the next plan year. The rollover option does not apply to DCA, PKG or TRN accounts.

You may offer neither option and all unused funds will be forfeited at the end of the plan year.

### What happens if an employee terminates?

Deductions for their FSA will end when their employment ends unless you offer COBRA continuation and the employee elects this option. If you do not offer COBRA and/or the employee chooses not to elect COBRA, they are eligible to be reimbursed for qualified expenses incurred while they were employed and the account was active.