

Flexible Spending Account



100% HIPAA Privacy Protected!

What is an FSA?

An FSA is a tax-advantaged benefit plan whose funds are **exempt from taxes**. Your out-of-pocket health care expenses are eligible for reimbursement if the expenses are for medically necessary care or treatment incurred during the Plan Year. If you have dependents, your out-of-pocket expenses for their health care and treatments are eligible too!

Your MasterCard® Debit Card

Once enrolled, you will receive a MasterCard® directly linked to your FSA account to pay for your out-of-pocket health care expenses.



New! \$500 Rollover!

Your employer has added a brand new ROLLOVER feature to your FSA Plan! You no longer have to worry about losing unspent funds in your Medical Flexible Spending Account (FSA) at the end of the Plan Year! **Now, any remaining funds up to \$500 left in your Medical FSA will rollover to the next Plan Year. Funds will credit at the end of the preceding Plan Year's run-out period.**

Your Tax Advantage

Federal, State and FICA taxes are not taken on the amount you contribute to your Health FSA. This could represent a 25% - 40% savings on your "out-of-pocket" costs for medical expenses! Below is an example of your tax savings.

Employee	Without FSA	With FSA
Gross Salary	\$36,500	\$36,500
Health FSA	\$0	\$1,000
Taxable Salary	\$36,500	\$35,500
FED/State/FICA Tax	(\$7,450)	(\$7,100)
Take Home	\$29,050	\$28,400
Your Out of Pocket	(\$1,000)	\$0
Net Take Home	\$28,050	\$28,400
Savings	\$0	\$350

FSA Store Partnership

We recently partnered with **FSA Store** and use their full-service website to increase FSA awareness for all FSA participants. **FSA Store** is the only e-commerce site exclusively stocked with FSA eligible products and services, eliminating the guesswork behind what is reimbursable by a Flexible Spending Account. **Visit www.medcom.net and click on our FSA Store banner to shop and view a full list of eligible medical expenses.**

This is a new technological enhancement to your WealthCare Portal. eClaims Tracker will dramatically reduce debit card substantiation while fully automating your manual claims filing. The claims will contain all the information provided by the insurance company and will speed up the reimbursement process. When submitting a reimbursement, **there will be no forms to fill out or documents to send!** With Medcom's eClaims Tracker, expenditures are tracked automatically and you can maximize your healthcare dollars. Here's a convenient and secure way to:

- Consolidate, view, and manage the multiple websites from your different insurance carriers
- Understand bills and payments
- Bridge insurance EOB and claims and FSA account claims

eClaims Tracker is a fast and convenient solution that allows you to automatically track deductibles and expenses, manage claims and get reimbursed quickly. Visit your WealthCare Portal to sign-up for the eClaims Tracker. For a step-by-step demo on how to sign-up for eClaims Tracker watch the video at <https://www.youtube.com/watch?v=brBv66hq5JY>.

Help Reduce Receipt Requirements

As a participant of the Plan, you are required to substantiate certain debit card transactions to verify that the expenses or services being paid for by using the card are eligible under your Plan. Please submit receipts as requested.

IIAS - Over-The-Counter (OTC) medications and prescriptions purchased at most major pharmacy, grocery, and discount stores with your card are automatically approved by their checkout technology. You will not be asked to submit a receipt.

Recurring Transaction Expense Form - Please complete and submit this form for recurring transaction amounts that don't match a usual copayment. Visit the "Solutions" section on our website at www.medcom.net to obtain a copy of this form. After you do so, you will not be asked to submit a receipt during the remainder of the Plan Year for that item. You may be required to submit a new form each new Plan Year.

Mobile Application

Medcom's new mobile phone applications and text messaging services provide convenient access to your healthcare benefit plans.

- View current balances and transactions in your FSA accounts.
- Submit new claims and view alerts.
- Opt in for customized push alerts showing account activity, date reminders, claim status, balance alerts, and confirmation of changes made to your account.
- Data is sent to your phone via secure, encrypted transmissions to protect your privacy.
- Smartphone users may download the Medcom application from the Apple® app store or Google Play™ by searching "Medcom" in your app store.
- You can upload receipts to substantiate debit card transactions. These receipts are available for future viewing on both the mobile app and the participant portal.
- You may also submit manual claims for reimbursement of expenses that you have paid out of pocket!

