

## What is a Flexible Spending Account (FSA)?

An FSA works like a personal expense account. You set aside a portion of your salary before taxes and decide how much you want to contribute up to the maximum set by your employer or the IRS. Contributions are used to pay certain dependent care and medical expenses.

## Can I change my FSA election after the plan year starts?

Certain qualifying events allow an employee to either increase/decrease the election or begin/cease participation in the plan.

## What are the different types of FSAs?

The most common types of FSAs include:

- **Dependent Care Account (DCA):** Allows reimbursement of dependent care expenses incurred by eligible dependents. To qualify, you and your spouse (if applicable) must be employed full-time or your spouse must be a full-time student.
- **Medical Spending Account (MSA):** Allows reimbursement of qualifying medical expenses.
- **Limited Medical Spending Account (LMSA):** Works in conjunction with a qualified High-Deductible Health Plan (HDHP) and Health Savings Account (HSA). Limited FSAs only allow reimbursement for preventative care, vision and dental expenses.

Please check with your employer to see which plans are offered.

## Where can I find out which expenses are eligible for reimbursement?

Please visit our website at [www.discoverybenefits.com/eligibleexpenses](http://www.discoverybenefits.com/eligibleexpenses) to find our most up to date eligibility lists.

Note: Some over-the-counter products require a doctor's prescription. Also, due to frequent updates to the regulations governing FSAs and HSAs, this list does not guarantee reimbursement and is intended to be utilized solely as a guide.

## Flexible Spending Account (FSA) FAQ — Participants, c

May I use the Medical FSA to reimburse my spouse's deductible and/or co-payment expenses, even if he/she is enrolled in a different health insurance plan?

Yes. All eligible out-of-pocket medical expenses incurred by you and your qualified dependents can be reimbursed by your Medical FSA, even if such dependents are not enrolled in your employer's health insurance plan.

When and why do I need to substantiate benefits debit card transactions?

Due to IRS regulations, certain benefits debit card transactions need to be substantiated. Substantiating means validating the transaction to ensure the card was used for IRS-approved items/services within the allowed timeframe.

Substantiation is generally not needed when the transaction is one of the following:

- A co-payment tied to your health plan.
- Made at a merchant that utilizes the Inventory Information Approval System (IIAS). (A list of IIAS merchants can be found at [www.discoverybenefits.com/IIAS](http://www.discoverybenefits.com/IIAS).)
- A recurring expense that matches the provider and dollar amount for a previously substantiated claim.

You will be notified in writing if substantiation is required.

How can I be reimbursed for out-of-pocket expenses?

If you do not use your benefits debit card, you can file claims for out-of-pocket expenses in three ways:

- Online
- Using the Out-of-Pocket Reimbursement Request Form
- Via the Discovery Benefits mobile application