



An independent licensee of the Blue Cross and Blue Shield Association

FlexShare Benefits

Flexible Spending Accounts (FSA) for Medical and Dependent Care Expenses

- Employer sponsored benefit plan, contributions may include employee and employer pre-tax benefits (employers may contribute up to \$500 or over \$500 with a 1/1 match by participating employees).
- **MEDFSA** enables employees to pay for known, eligible medical, dental and vision expenses on a pre-tax basis. Eligible expenses may include deductible, coinsurance, co-pay, eyeglasses, contacts, orthodontia, prescriptions and eligible over-the-counter expenses on a pre-tax basis, up to \$2,650 per calendar year, as indexed by the cost of living adjustment in accordance with Code Section 125(i)(2)
 - Employers may allow a \$500 roll over **or** a grace period not to exceed 2 ½ months after the plan year end to incur claims for a MEDFSA.
- **DEPFSA** allows employees to pay for qualifying day care expenses for dependents under the age of 13, elder care or disabled adult parent or spouse while the employee is working on a pre-tax basis, up to \$5,000 per calendar year per household.
 - Employers may allow a grace period not to exceed 2 ½ months after the plan year end to incur claims for a DEPFSA.
- **Limited MEDFSA** enables employees that participate in a HSA to pay for known, eligible medical deductible, dental and vision expenses on a pre-tax basis. Eligible expenses include deductible above the statutory deductible to the plan deductible, vision expenses, dental & orthodontia expenses.
 - Employers may allow a \$500 roll over **or** a grace period not to exceed 2 ½ months after the plan year end to incur claims for a MEDFSA

FlexShare Benefits offers FSAs and much more!

- Plan Consulting and Design
- Employer portal to access your Plan
- Plan Setup includes enrollment, plan documents and employee meetings
- Consumer portal to view account status, upload claims, update personal information and much more
- Daily claims processing
- Annual plan compliance with all regulatory agencies and nondiscrimination testing
- Account balancing

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