



# Healthcare flexible spending account (FSA)

Help offset your out-of-pocket healthcare costs



## What is a healthcare FSA?

A healthcare FSA is an account that lets you set aside money before taxes to pay for many medical expenses for you, your spouse, and your eligible dependents.

## How does it work?

- ▶ During enrollment, sign up for a healthcare FSA.
- ▶ Choose how much money you'd like to set aside for medical expenses.
- ▶ The amount you've chosen is divided equally and deducted from your paycheck over the course of the year.
- ▶ When paying for eligible expenses, you can use your Empower Benefit Accounts card to pay direct or use your personal funds and get reimbursed. Save your receipts in case documentation is needed.
- ▶ The FSA is seamlessly connected to your Empower workplace retirement account so you can easily access and manage your accounts in one place.

## What can it be used for?

Eligible expenses include things like insurance copayments and deductibles, prescription drugs, vision expenses, and dental expenses.

## Helpful tips

Plan ahead to maximize your healthcare FSA.

- Review what you paid for health-related expenses last year — are there any recurring items?
- Think about the upcoming year — for example, does anyone in your family need orthodontia or vision care? Are you thinking of having a child?

Considering past and future expenses can help you figure out how much you'd like to have in your FSA.

## Frequently asked questions

<b>Who is eligible for an FSA?</b>	An FSA covers eligible expenses for you and your dependents, even if they are not covered under your primary health plan.
<b>What expenses are eligible through an FSA?</b>	Health plan co-pays, deductibles, over-the-counter medications, eyeglasses, dental care, and certain medical supplies are covered. The IRS provides specific guidance regarding eligible expenses. <a href="#">See IRS Publication 502.</a>
<b>How do I contribute money to my FSA?</b>	The amount you elect as your annual contribution will be divided by the number of paychecks for the year. This amount will be deducted from each paycheck before taxes.
<b>How do I use the funds in my FSA?</b>	If you have an Empower Benefit Accounts card, simply swipe it at the register. Otherwise, file a claim, including the receipt documenting the type, amount, and date. Once approved, your reimbursement check will be mailed or deposited into your bank account. Tip: Add direct deposit to get your reimbursements faster.
<b>How soon can I start spending my FSA funds?</b>	Your entire annual election amount is available on the first day of the plan year.
<b>What happens if I don't spend all of my FSA by the end of the plan year?</b>	You can roll over funds up to a certain amount into the next plan year. You will have 90 days after the end of the plan year to submit for eligible expenses from the prior year.
<b>Can I change my election amount mid-year?</b>	Elections can only be altered if you experience a change in status as defined by IRS regulations, such as marriage, divorce, birth, or death in your immediate family.
<b>What happens to my FSA if my employment is terminated?</b>	Participation in your FSA is also terminated. This means that only expenses that were incurred prior to your termination date are eligible for reimbursement.
<b>Can I deduct healthcare expenses paid for by my FSA on my tax return?</b>	No, any expense paid for with FSA dollars cannot be claimed as a deduction.
<b>Can over-the-counter (OTC) medications be purchased with my FSA?</b>	Yes, OTC medications are eligible to be purchased with your FSA.

➤ After you've signed up, visit [empowermyretirement.com](https://empowermyretirement.com) to access and manage your Empower FSA

Empower Consumer-Directed Health products and services are provided through an arrangement with Alegeus Technologies, LLC, which is not affiliated with Empower Retirement, LLC or its affiliates.

Empower refers to the products and services offered by Empower Annuity Insurance Company of America and its subsidiaries. This material is for informational purposes only and is not intended to provide investment, legal, or tax recommendations or advice.

"EMPOWER" and all associated logos and product names are trademarks of Empower Annuity Insurance Company of America.

Educational, communication, and operational services regarding Empower Consumer-Directed Health products and services may be provided by registered representatives of Empower Financial Services, Inc. (EFSI), member FINRA/SIPC.

©2025 Empower Annuity Insurance Company of America. All rights reserved. WPM-FLY-WF-4504519-0725 RO4595769-0725