

# Flexible spending account (FSA)

## A great way to help manage out-of-pocket healthcare expenses

Humana's FSA allows you to set aside pretax dollars to help you pay for your out-of-pocket healthcare expenses. Your FSA can be used for qualified eligible expenses within the IRS limitations. Unused funds in your FSA are forfeited each year, so plan carefully.

### FSA benefits

- **You can have an FSA** with any medical plan.
- **Easy to use.** The Humana Access card gives you a convenient way to pay for healthcare, on the spot, with no need to pay out-of-pocket and file a reimbursement claim. Simply use your card like you would a credit or debit card for eligible healthcare expenses.
- **Your total FSA fund contribution** is available on the first day of your plan year.
- **You can contribute** up to \$3,050 for 2023.

### Eligible expenses you can use your FSA for:\*

- Medical services including copays and deductibles
- Dental services including copays and deductibles
- Prescription drugs
- Eye exams, eyeglasses, contact lenses and solution, laser surgery
- Orthodontia, dental cleanings, fillings, crowns, root canals
- Physical therapy, speech therapy, chiropractor
- Hearing aids

\*For further guidance refer to the IRS publications 969, 502 and code section 213(d). These publications are available at [www.irs.gov](http://www.irs.gov).



### Humana Access<sup>®</sup> Mastercard<sup>®</sup> Debit Card

Use your Humana Access card like you would a credit or debit card for eligible healthcare expenses.

### How you can save money with an FSA

	Not enrolled in an FSA	Enrolled in an FSA
<b>Before-tax annual income</b>	<b>\$38,000</b>	<b>\$38,000</b>
FSA contribution	\$0	-\$1,000
<b>Taxable annual income</b>	<b>\$38,000</b>	<b>\$37,000</b>
Taxes (27.66%)	-\$10,511	-\$10,234
Out-of-pocket medical expenses (\$1,000)	-\$1,000	\$0 additional (paid with FSA)
<b>Take-home annual income</b>	<b>\$26,489</b>	<b>\$26,766</b>

### Take-home income increases by \$277

For illustrative purposes only. Savings calculators are based on a federal tax rate of 15%, state tax rate of 5%, and 7.66% FICA. Balance calculations assume an average interest rate of 3%. Actual results may vary.

