

# Increasing Participation with your FSA Plan



**Anyone Can Participate:** Enrollment in the employer-sponsored medical plan is not required to qualify for an FSA.



**Cash Advance:** While the deductions are taken out of participants' paychecks throughout the course of the year, the annual amount elected is available on the first day of the participants' plan year.



**Grace Period or Rollover:** For those employees concerned about losing their funds, employers can implement a grace period or rollover that allows employees to spend unused funds after the plan year has ended.



**Increased Take-Home Pay:** By participating in any pre-tax benefit, employees can enjoy increased take-home pay. The amount contributed to the FSA is deducted before taxes.



**Dependents Are Covered:** Dependents do not have to be enrolled under the employee's medical plan for their expenses to be reimbursable under the FSA.

Flexible Spending Accounts (FSA) are a valuable cost-saving tool for employees, but many are hesitant to use them due to a lack of understanding or fear of losing money.



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