

## Increasing Participation with your FSA Plan

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

Flexible Spending
Accounts (FSA) are a great
cost-savings tool for
employees, but employees
are often steered away from
them due to not
understanding how they
work or thinking they may
lose money.











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