

Flexible spending accounts

Help employees save money for upcoming expenses



The Optum Financial flexible spending account (FSA) is essential to building a comprehensive benefits package

Our FSA solution is simple, convenient and includes the following:

- A payment card to access funds
- An online portal for account management
- Mobile account access
- Speedy and accurate claims processing
- Superior customer service
- Valuable health education and support tools to help employees make more informed choices

Multiple ways to save

An FSA is a smart, tax-advantaged way to help your employees pay for eligible medical expenses. Optum Financial offers three types of FSAs:

1. **Health care** — Eligible expenses may include certain medical, dental, vision, prescription drug and qualified over-the-counter expenses that are not reimbursed by your group benefit plans or another source.
2. **Dependent care** — A benefit plan that allows employees to use pre-tax dollars to pay for dependent care services incurred while they are at work. Typical expenses are incurred for the care of dependents under the age of 13, or older dependents incapable of self-care.
3. **Limited purpose** — A tax-advantaged account offered alongside a health savings account (HSA). Employees can pay for dental and vision expenses with pre-tax dollars without having to dip into their HSA.

Estimating costs

FSAs are great for helping employees manage their health or dependent care budgets. But they do have a “use it or lose it” rule, meaning users can’t carry money from one year over to the next. Be sure your employees know to calculate contributions carefully.

Here’s an example based on having \$100 withdrawn from every paycheck and deposited into an FSA:

Federal income tax (24%) — \$24.00

State income tax (5%) — \$5.00

FICA (7.65%) — \$7.65

Tax savings every paycheck — \$36.65

Employer advantages

In addition to benefiting from a superior operating platform, online reporting tools and account flexibility, you will also have the assurance of knowing that our services do not end with account administration.

We also partner with employers to manage the entire health care account experience. It’s part of our pledge to you.

Account features and benefits

Simplified participant experience

FSAs have never been easier to use.

- Exclusive ClaimsAlly technology reduces documentation requirements and drastically increases auto-substantiation rates.
- Easy reimbursement processes with payment cards, streamlined claims feeds and online bill pay options
- Fast access to funds with one-day reimbursement turnaround
- Simple uploading for claim documentation
- Enhanced employer dashboards and health education tools
- Payment (debit) card with multi-account capabilities
- Customer service 24/7/365

Mobile application and text alerts

Our secure mobile technology ensures anywhere, anytime access and seamless service.

- View account balances and transaction history
- Review claim details and submit a new claim
- Pay providers directly with mobile bill pay and click-to-pay
- Upload photo of claim documentation
- View FAQs and eligible expenses
- Receive account alert push notifications
- Tap to call customer service
- Send text requests for account balance, claim and contribution information

Our mobile tools provide a superior FSA experience

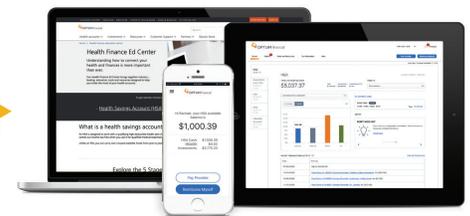
FSA participants love the convenience of our mobile technology — account balances at their fingertips, the ability to submit receipts before they are lost, and expert support that is just a tap away.

Additionally, our account alerts immediately notify participants when a payment card purchase requires additional documentation, bringing proactive support to the next level.



Trusted partnership

- We remove your administrative burden and deliver increased cost savings.
- Expert, dedicated support from a team of professionals focused on clients' strategic and day-to-day needs
- Complete account transparency through detailed online reporting tools
- Proven implementation methodology and specialists speed the implementation timeline, accommodate customizations and earn 100% satisfaction rates
- Communication kits ease implementation, boost enrollment and increase employee satisfaction rates
- Programs that drive higher employee benefits satisfaction rates and increased tax savings



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11000 Optum Circle, Eden Prairie, MN 55344

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Contact us to learn more about how a flexible spending account can help your employees pay for eligible medical expenses. Visit optumbank.com, a part of Optum Financial.