

# Advantage Benefits Plus Flexible Spending Accounts

## We can help you reduce insurance costs and add depth to employee benefits with our FSA account solution

Advantage Benefits Plus' FSA allows your employees to set aside a portion of their earnings to pay for qualified medical expenses and for dependent care expenses. Money deducted from the employee's pay into an FSA is not subject to payroll taxes, resulting in substantial payroll tax savings to the employee by eliminating the Federal, State and FICA/Medicare tax. Employers also save 7.65% on every dollar deducted pre-tax through a cafeteria plan.

The following illustration shows how the savings can add up:

Total Participants	Avg. Funding Per Participant	Total FSA Contributions	Employer FICA Tax Avoided*
30	\$1,427	\$42,810	\$3,274.97
100	\$1,427	\$142,700	\$10,916.55

*Average contribution amount from 2012 Mercer Survey of National Employers. \*FICA calculated at full rate of 7.65%.*

### Our FSA solution can help you:

- Increase employee satisfaction by offering FSA accounts that provide them with significant tax savings, hassle-free payment and claims processing
- Elect the \$550 Carryover feature on your Medical FSA and at the end of the year, your employees are able to rollover up to \$550 of their unused funds to the next plan year.
- Save money on FICA taxes by offering Flexible Spending Accounts to your employees
- Offer flexible benefit options with the ability to stack FSA, Limited-purpose FSA, and/or Dependent Care plans with HRAs and HSAs. All on one prepaid debit card.
- Free up Human Resources staff with a centralized Employer Portal that provides role-based access to help you answer employee questions, access reports and increase efficiency with self-service capabilities
- Save administrative time with an FSA solution that accepts plan changes from payroll systems

Experience the Advantage.



### Our FSA solution can help your employees:

- Enjoy significant tax savings with pre-tax deductible contributions and tax free reimbursements used for qualified expenses
- Quickly and easily access to funds using the Benny Prepaid Debit Card at point of sale, or request to have funds directly deposited to a pre-designated bank account
- Enjoy the benefits of our Card such as multi-purse access to all accounts from one benefits card and, industry leading auto-substantiation rates using IAS approved substantiation methods
- Enjoy secure access to accounts using a convenient consumer portal available 24/7/365
- Manage your FSA "on the go" with an easy-to-use mobile app
- Easily file claims online or via the mobile app with an intuitive process with our system which automatically accounts for eligibility, plan rules and availability of funds
- Stay up-to-date on balances and action required with automated email alerts and convenient portal home page messages

### Interested in learning more?

Contact us for additional information

**Advantage Benefits Plus**

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