

# FLEXIBLE SPENDING ACCOUNTS (FSA)

## How it Works



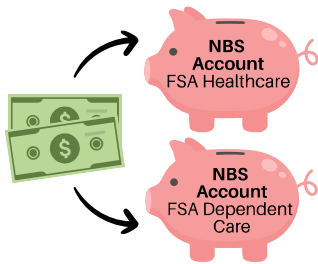
Employee enrolls into the FSA Healthcare (for eligible healthcare-related expenses) and/or FSA Dependent Care (for eligible childcare or adult day care expenses) and elects a contribution amount for the plan year.



RCUH will deduct contributions pre-taxed from employee's paycheck every pay period. Amounts contributed are not subject to federal income tax, Social Security tax, or Medicare tax.

For FSA Healthcare - deduction will be "Medical Expense Reimbursement."

For FSA Dependent Care - deduction will be "Dependent Expense Reimbursement."



These contributions are then deposited into the employee's National Benefit Services (NBS) FSA Account. The IRS does not allow for money to be transferred between accounts.



Access funds in FSA Account by logging into the NBS Web Portal or mobile app.

Employee reimburses themselves for expenses by submitting receipts. Reimbursements will either be mailed via manual check (within 10 days) or direct deposit (requires set up).

**Did You Know?** The FSA Healthcare has an NBS Mastercard Debit Card that allows employees the convenience to spend their available balance that automatically draws down from NBS account. An additional card can even be issued for eligible family members (i.e., spouse, children under 26).

