

Health Flexible Spending Accounts

Pre-tax funds; just what the doctor ordered

Prescriptions, glasses, deductibles, co-pays—it all adds up. Ease some of the burden by using pre-tax funds to pay for these expenses with a Health Flexible Spending Account from Voya Financial.

What is a Health FSA?

A Health Flexible Spending Account (FSA) is an employer-sponsored plan that allows you to set aside pre-tax money to pay for eligible health expenses incurred while you're participating in the plan.[1]

CONTRIBUTE PRE-TAX FUNDS

SPEND FUNDS

[1]The amount you save in taxes will vary depending on the amount you set aside in the account, your annual earnings, whether or not you pay Social Security taxes, the number of exemptions and deductions you claim on your tax return, your tax bracket and your state and local tax regulations. Check with your tax advisor for information on whether your participation will affect your tax savings.



Which expenses are eligible?

Your Health FSA can be used to pay for eligible medical, dental and vision expenses.[2] For a full list of qualified healthcare expenses, visit irs.gov and see Section 213(d) of the Internal Revenue Code.

Expenses that may qualify include:

- Co-pays and coinsurance
- Deductibles
- Prescription medications
- LASIK surgery
- Glasses or contact lenses
- Orthodontia

2026 Contribution Limit

$3,400

[2] The list of eligible expenses are set by federal regulations and are subject to change. Contact your Plan Administrator for more information or visit www.irs.gov for details. Health Flexible Spending Accounts (FSAs) are accounts offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC). Administration services provided in part by WEX Health, Inc.

The funds in your Health Care FSA are use-it-or-lose-it, so it's important to accurately estimate your upcoming expenses.

Remember, you must spend the entire balance for the plan year. You'll choose your contribution amount when you enroll during your employer's open enrollment period.

Keep in mind that some plans offer a Grace Period, which allows for extra time to incur new claims against your remaining balance. Additionally, some plans have a Rollover option. With this feature, a remaining balance up to a defined threshold will roll to the new plan year automatically.

How to use a Health FSA

Before the plan year

Before the plan year begins, you'll estimate your upcoming expenses, select a contribution amount (up to the annual maximum) and enroll in your plan. Pre-tax contributions will be deducted in equal installments from each paycheck.

During the plan year

During the plan year, you'll be able to quickly and easily make payments for eligible expenses using pre-tax dollars.

The entire contribution amount will be **available for you to spend right away**. Yet you'll fund the account with equal, pre-tax deductions throughout the year—one in each paycheck.

You'll use just one prepaid benefit card to pay, whether you have one Voya Financial flexible spending account or multiple accounts. **Receipts are required,** and you'll be able to submit them using the online portal or mobile app.

If you forget or are unable to use the benefit card, don't worry; you can still get reimbursed. Simply **use the app or online portal** to request a direct deposit to your account.

At the end of the plan year

At the end of the plan year, you'll review your actual expenses and re-enroll.

Use the mobile app or online portal to monitor your account and ensure you're on track to **spend all of your funds**.

Then, consider whether you spent more or less than your total contribution amount. Was your contribution too small? Or too much?

Use that information to **update your annual contribution** as you re-enroll, during your employer's next open enrollment period.

To do:

- ☑ Estimate upcoming health care expenses
- ☑ Identify an annual contribution amount
- ☑ Enroll in your plan

- ☑ Make pre-tax contributions
- ☑ Pay for eligible expenses
- ☑ Submit receipts
- ☑ Get reimbursed

- ☑ Make sure you've spent your balance
- ☑ Review your estimated vs. actual amounts
- ☑ Re-enroll

Less hassle, more flexibility

When you choose a flexible spending account from Voya Financial, you get access to tools that make account management easy.



Prepaid debit card
Spend pre-tax dollars on eligible health, dependent care and/or commuter expenses using just one card. Smart card technology is coded into your card, so it can automatically pull funds from the proper account.



Convenient mobile app
Capture receipts, reimburse yourself for out-of-pocket expenses, view your account balance, complete transactions and more, all on the go with your mobile device.



Secure online portal
Complete the same tasks you can with the app — plus file claims, get email notifications and more through a secure consumer portal.

Make the most of each paycheck by paying for healthcare expenses with pre-tax dollars. Keep it easy by choosing a Health FSA from Voya Financial.

Flexible Spending Accounts offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC).

This highlights some of the benefits of a Flexible Spending Account. If there is a discrepancy between this material and the plan documents, the plan documents will govern. Subject to any applicable agreements, Voya and its subcontractors reserve the right to amend or modify the services at any time.

The amount saved in taxes will vary depending on the amount set aside in the account, annual earnings, whether or not Social Security taxes are paid, the number of exemptions and deductions claimed, tax bracket and state and local tax regulations. Check with a tax advisor for information on whether your participation will affect tax savings. None of the information provided should be considered tax or legal advice.

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