

Limited Healthcare

# FSA

Save over \$900 a year on dental and vision expenses



Hello!

We're **Navia Benefit Solutions** and we administer the Limited Healthcare FSA provided to you by your company. This toolkit will help you understand what a Limited Healthcare FSA is, how it works, and the many ways you can save money by participating. It also offers tips and tools for understanding your healthcare expenses and becoming a more aware healthcare consumer.



# Limited Healthcare Flexible Spending Account (FSA)

An Limited Healthcare FSA is a pre-tax benefit account that works with your Health Savings Account (HSA), allowing you to set aside money to pay for qualified dental and vision expenses.

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## Many ways to use your dollars

Use it for eligible dental and vision expenses to maximize your savings and conserve your HSA dollars for other healthcare that you may need. There are hundreds of ways you can use your limited healthcare FSA funds alongside your HSA.

## Family coverage

It covers you, your spouse, and eligible dependents!

## Easy to use

Pay using your Navia debit card or by submitting a claim online or on the Navia mobile app.

## Maximum Contribution

The contribution limit varies by employer, but you may be able to contribute up to \$3200 per year. The funds in the account must be used during the plan year, but they are available to you immediately.



**100**

DIFFERENT WAYS TO  
USE YOUR FUNDS



**FAMILY**

COVERS YOUR  
WHOLE FAMILY



**EASY**

MULTIPLE WAYS TO  
SUBMIT CLAIMS



**\$3200**

MAXIMUM  
CONTRIBUTION

# A Limited Healthcare FSA helps you pay for dental and vision expenses

Alongside your HSA, a Limited Healthcare FSA helps you pay for dental and vision expenses you likely already have to pay for, but now you get to do it tax free.

There are hundreds of eligible expenses for tax-free purchase with your Limited Healthcare FSA funds.



## Common eligible expenses

Doctor's office copays, deductibles, routine dental and eye care, glasses and contacts, dental and vision surgeries, and orthodontics.

## Pay 30% less on dental and vision expenses

Federal, state, and FICA taxes lower your take-home pay by 30% or more, leaving the remaining 70% for your living expenses. When you use an FSA, you set aside money before it is taxed, so you spend the entire 100% of your earned income. This means you save 30% on your out-of-pocket dental and vision expenses when you use your FSA.

**It's like free money!**



**EXAMPLE:** Grace accidentally broke her tooth and needs a root canal and crown to restore it. Her share of the dental work is around \$1,500. Without a Limited Healthcare FSA, Grace would either need to delay the services until she can afford the treatment or set up a payment plan with her dentist. **With her Limited Healthcare FSA, Grace was able to pay for her treatment up-front and tax-free, saving \$450 (30% off).**

# How does it work?



## Estimate your annual election

During your open enrollment, use the FSA calculator to estimate your out-of-pocket dental and vision expenses for the plan year. This will help you determine your annual election amount.



## Monthly paycheck deductions

The amount you elect will be deducted evenly out of each paycheck on a pre-tax basis and put into your Limited Healthcare FSA. You cannot change your annual election amount after the start of the plan year unless you have a qualified change in status.



## Funds are available immediately

Once you are enrolled, you have access to your funds immediately. Claims can be submitted online or through Navia's mobile app.



## Pay and submit claims!

Claims can be submitted online or through Navia's mobile app. Some Navia plans also offer a debit card, which is your fastest way to pay and avoid a claim.



# 7 tips to get the most out of your FSA

Download



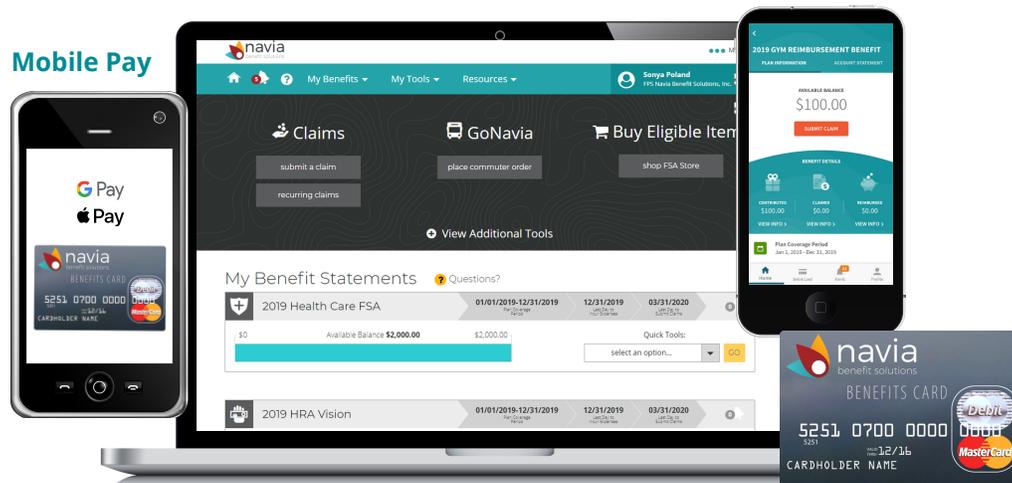
## How much should you contribute to your FSA?

Calculate now

# Accessing your benefits couldn't be easier!

Just swipe your Navia Debit Card to pay for eligible dental and vision expenses. Funds come directly out of your FSA and are paid to the provider. Some swipes require us to verify the expense, so hang on to your receipts! If we need to see it, we will send you a notification. Navia Mobile Pay is also available for any participant that has the Navia Benefit Card. [Learn more.](#)

**IMPORTANT!** Some plans do not include the Navia Debit Card, but that's ok! You can also submit claims through Navia's online portal, mobile app, email, fax, or mail. Claims are processed within a few days and reimbursements are issued according to your employer's reimbursement schedule. Navia also offers it's unique FlexConnect tool where you can get reimbursed for all healthcare claims with one click! [Learn more.](#)



## Navia is here for you!

We're committed to providing you with unparalleled customer service. If you have questions, we're here to answer them!

**U.S.**

100% US-based, live customer support with offices in every time zone

**45 sec**

If you have a question, you wait less than a minute to talk with a live Navia expert

**2 days**

Claims are turned around within 2 days to ensure you are reimbursed fast



# Why should I enroll?

## Save enough money to pay for three months of groceries or a gym membership for a year

If you're like the average consumer, you normally spend \$1200/year on out-of-pocket dental and vision expenses (e.g. contacts/glasses, braces, dental surgery). With an FSA, you only pay \$840 for those same expenses—saving \$360 (assuming a tax rate around 30%). If you elect the full \$3200, you save over \$900.

## Rest easy knowing you have emergency funds for unexpected costs

An FSA lets you set aside funds for preventative, routine, and unexpected dental and vision care for you and your family - making it easy to take care of health and wellness needs.

## Don't wait to get your new contacts, daughter's braces, or that laser eye surgery you've always wanted

Depending on your FSA plan design, you have 12 to 14.5 months to spend your money, but the full amount is available to you immediately. **IMPORTANT!** This means you can take care of any pressing healthcare needs at the beginning of your plan year, even if you haven't contributed anything to your account yet.



**\$1,200**

AVERAGE  
ANNUAL  
ELECTION



**12 - 14.5**

MONTHS TO  
SPEND YOUR FSA  
MONEY



**\$900+**

AMOUNT YOU SAVE.  
EQUIVALENT TO THREE  
MONTHS OF GROCERIES

# Ways to spend your FSA!

## Most dental and vision products and services you can pay for with tax-free FSA money

There are so many things you can spend your money on! Anything related to dental and vision care - from over-the-counter supplies, diagnostic services, to surgery. Here are just a few to give you an idea:



- Dental pain relievers (over-the-counter)
- Copays & Coinsurance
- Deductibles
- Diagnostic services, including x-rays
- Cleanings
- Fillings
- Root Canals
- Crowns
- Bridges
- Implants
- Dentures
- Orthodontia
- Occlusal guards for grinding



- Reading glasses (over-the-counter)
- Eye drops/treatments (over-the-counter)
- Copays & Coinsurance
- Deductibles
- Diagnostic services & office visits
- Optometrist/Ophthalmologist fees
- Glasses
- Prescription sunglasses
- Contact lenses and solutions
- Vision correction surgery (laser eye/lasik)
- Corneal keratotomy
- Radial keratotomy

[Click here for a full list of eligible items](#)

# Don't be afraid of use-it-or-lose it

The Healthcare FSA is subject to the “Use-It or Lose-It” rule. This means that **if you do not use all of your annual election within the plan year, the remaining funds are not refundable to you.** Fortunately, very few participants forfeit money in an FSA, and the IRS has relaxed the rules in recent years to make it easier for FSA participants to avoid forfeiture.

## Some plans include features that extend deadlines and roll over funds

### Run-out Period

The run-out period is how long you have to file a claim for medical costs incurred during the plan year and during the grace period following the plan year. Run-out periods vary by employer and typically last 60 to 90 days after the end of the plan year.

### Carryover

The Carryover feature allows participants to roll over up to \$640 from one plan year to the next. Any funds above the threshold would be forfeited. This is an optional feature, so check your employer’s plan design to see if the Carryover is included.

### Grace Period

The Grace Period gives you an extra 2.5 months at the end of the plan year to incur expenses against your FSA balance. This is an optional feature, so check your employer’s plan design to see if the Grace Period is included.



*Check your employer’s plan design to see if the Grace Period or Carryover feature is part of your plan. Plans can only have either a Grace Period or Carryover, not both.*



## Bottom line

If you plan on spending even a dollar out-of-pocket for dental or vision expenses this year, a tax-advantaged benefit account will save you an average of 30% on every expense.

### **Enroll now!**

In order to participate in your company's FSA program you will need to sign up during your open enrollment period. Even if you participated last year, you will still need to re-enroll during this year's open enrollment.

## Want to know more?

Below are some additional resource links to help you get the most out of your Limited Healthcare FSA. Click to learn more.



### [Limited Healthcare FSA Overview](#)



### [Tax savings calculator](#)



### [FSA Store](#)

