



# An enhanced solution to help employees pay for healthcare expenses

Today's employees are faced with rising out-of-pocket expenses. MetLife's Health Flexible Spending Account (FSA) can help by offering tax advantages, robust features and an integrated customer experience that can benefit both your workforce and your business.



**30 million U.S. employees made use of an FSA in 2018.<sup>1</sup>**

Employees save up to 30% on average on eligible expenses with a pre-tax FSA.<sup>2</sup>

### Our new FSA solution makes life easier for your employees and you

With a tax-advantaged FSA, your employees can pay less in taxes—which can help their money go further paying for qualified expenses including copayments and deductibles, prescription drugs, medical devices, and vision and dental care.<sup>3</sup>

### Designed with your business in mind

- Flexible plan designs across MetLife's entire range of 25+ benefits, to help employers select and configure benefits to meet employees' unique needs
- Integrated, end-to-end customer experience and consolidated account management across all of MetLife's benefit offerings
- Tailored employee educational resources and decision support tools to help reduce work for your HR department
- Higher than industry average automatic claims approval

### Positive user experience for employees

- Simple, intuitive account setup and enrollment process
- Easy payments using a smart, multipurpose debit card that knows which of an employee's accounts to tap into
- 24/7/365 account access through a consumer portal or mobile app
- Email alerts and online messages to keep employees updated
- One-click answers to benefits questions

## Tax advantages for everyone

- Money deducted from an employee's pay into an FSA is not subject to payroll taxes,<sup>4</sup> resulting in payroll tax savings that can add up for your business
- Employees fund their account with pre-tax contributions—up the maximum amount set by IRS regulations; employers may contribute toward the limit<sup>5</sup>
- Employees can withdraw the full amount of their elected contributions on Day 1 (whether or not they have actually made any contributions)
- Employers have the option of offering a rollover amount up to \$500 or a grace period up to 2.5 months; otherwise, funds must be used within the calendar year or forfeited

**Contact your MetLife representative today.**

## What FSA funds can be used for:

Copayments, coinsurance and deductibles

Prescription drugs and OTC medications with a doctor's prescription

Medical devices

Vision and dental expenses

Plus more<sup>3</sup>

[metlife.com](https://www.metlife.com)

<sup>1</sup>Aite Group report on CDH Trends 2017 & 2018

<sup>2</sup>Savings are based on estimated Federal, State and Local tax rate of 30%. The amount participants can save in taxes will vary depending on various factors, such as the amount they set aside in the accounts, their annual earnings, whether or not they pay Social Security taxes, the number of exemptions and deductions they claim on their tax returns, their tax brackets and their state and local tax regulations. Participants should check with their own tax advisors for information on how their participation will affect their tax savings.

<sup>3</sup>Includes a wide range of medical expenses as defined in Section 213(a) of the Internal Revenue Code.

<sup>4</sup>Some states do not recognize flexible spending account contributions as a deduction. Consult a tax advisor.

<sup>5</sup>Contribution limits are subject to change and should be checked on an annual basis on the IRS website.

Like most group benefit programs, benefit programs offered by MetLife and its affiliates contain certain exclusions, exceptions, waiting periods, reductions of benefits, limitations and terms for keeping them in force. Nothing in these materials is intended to be, nor should be construed as, advice or a recommendation for a particular situation or individual. Any discussion of taxes is for information purposes only, does not purport to be complete or cover every situation, and should not be construed as legal, tax or accounting advice. Participants should consult with their own advisors for such advice. Federal and state laws and regulations are subject to change.

