HealthEquity® | Healthcare FSA

FSA essentials: Spend tax-free, save more on healthcare

Wesleyan University

November 2025

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Surprising health savings

A healthcare Flexible Spending Account (FSA) lets you use tax-free[1] money to pay for eligible medical expenses helping you realize significant savings on healthcare costs.

[1]FSAs are never taxed at a federal income tax level when used appropriately for qualified medical expenses. Also, most states recognize FSA funds as tax deductible with very few exceptions. Please consult a tax advisor regarding your state's specific rules.

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Get more flexibility with your FSA

- Access annual contribution amount on day one
- Fast, convenient payments and reimbursement
- Pay for your spouse and dependents too

Please note: Employees are not permitted to utilize FSA funds for domestic partners unless those partners qualify as IRS-dependent.

Tax-free contributions

$50

earned income

FSA

Not taxed

Keep your money

$50

Spending power

Without an FSA

Taxed

$10 to Uncle Sam

$40

Spending power

Estimated savings are based on an assumed combined federal and state income tax bracket of 20%. Actual savings will depend on your taxable income and tax status.

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Save $600+

Members who contribute the max to their FSA can save $600+ each year* on qualified medical expenses.

$$
\begin{array}{r r}
 & \$3,400 \\
\times & 20\% \\
\hline
 & \$680
\end{array}
$$

*The example used is for illustrative purposes only; actual savings may vary. The figure is based on average tax rate of 20%, including state, federal and FICA taxes. Savings based on contributing the maximum family amount.

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Tax-free spending on eligible expenses

Medical Care

- Doctor visits and copays
- Hospital services
- Telehealth

Vision

- Eye exams
- Prescription glasses/contacts
- Laser eye surgery

Dental

- Teeth cleaning
- Dental reconstruction
- Orthodontia

Personal Health

- Over-the-counter pain relievers
- Menstrual care products
- Crutches

Alternative Care

- Chiropractic care
- Acupuncture
- Massage*

Mental Health

- Therapy sessions*
- Prescriptions
- Treatment for substance abuse disorder

*May require letter of medical necessity

FSA store®

HealthEquity and the FSA Store are separate companies and are not responsible for each other's policies or services. When you make a purchase through FSA Store from a link on a HealthEquity site, we may earn an affiliate commission.

HealthEquity.com/fsa-qme

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Which FSA benefits make you likely to enroll?

(Select all that apply)

A. Contributions are tax-free

B. Your entire contribution amount is available day one of plan year

C. FSAs let you pay for your spouse and eligible dependents

D. FSAs lets you pay for thousands of eligible products and services

Give yourself flexibility and amazing tax savings!

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The more you contribute the more you save

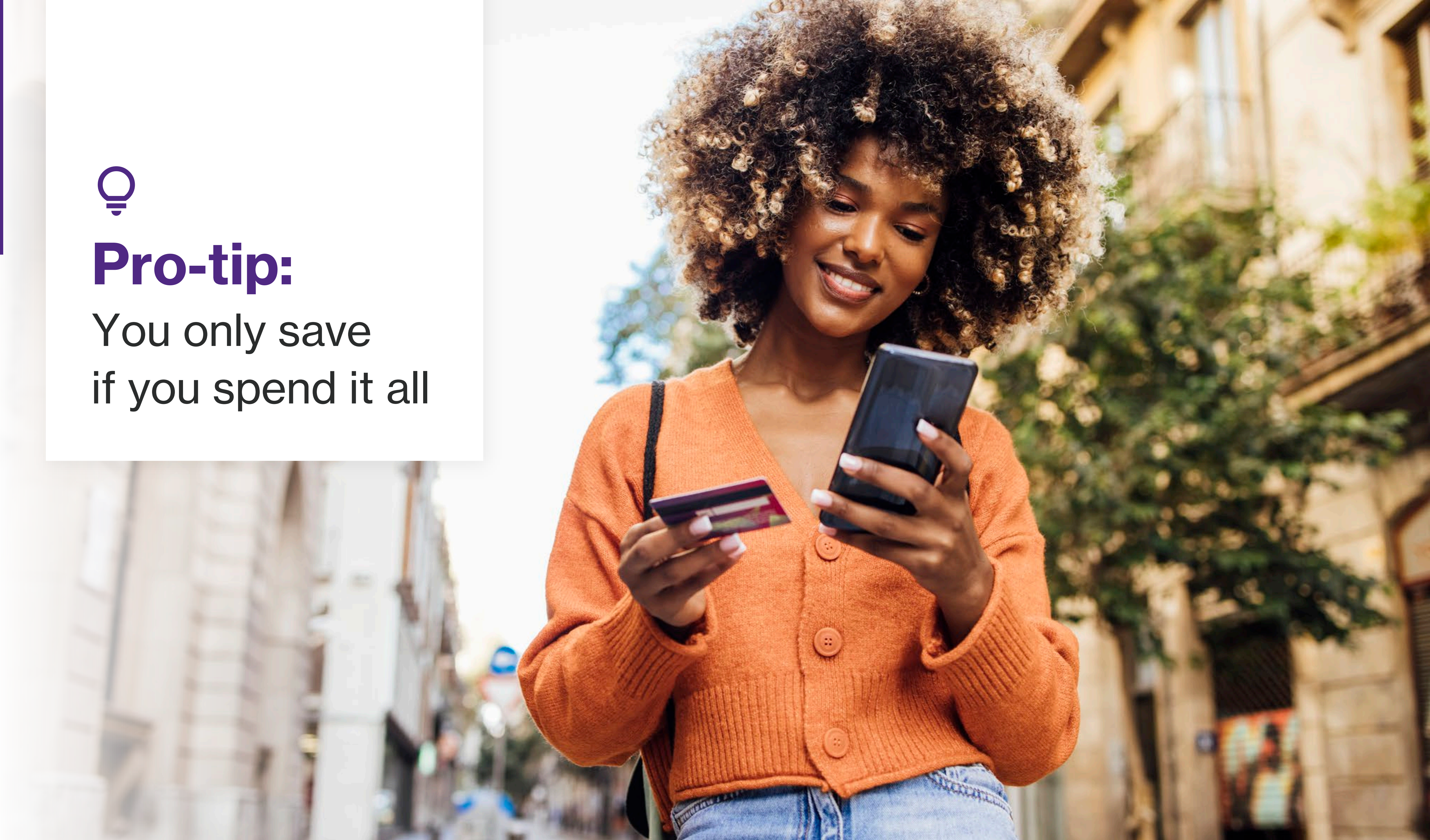
2026 Contribution limit	Tax savings*
$3,400	**$680**

*Estimated savings are based on an assumed combined federal and state income tax bracket of 20%. Actual savings will depend on your taxable income and tax status.

Smart spending starts with thoughtful planning

Pro-tip:

You only save
if you spend it all



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How can you find out if an expense or service is eligible to be purchased with your FSA funds?

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There are a variety of ways:

Search online

- HealthEquity.com/fsa-qme
- FSAStore.com

Mobile app

Download the HealthEquity mobile app feature and scan product barcodes in the store to find out if they are eligible

Plans vary by employer, and these changes do not necessarily change the benefits available under your employer's plan. HealthEquity and the FSA Store are separate companies and are not responsible for each other's policies or services. When you make a purchase through FSA Store from a link on a HealthEquity site, we may earn an affiliate commission.

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Meet Jessica and Miles

They work at different employers that both offer FSAs and decide to contribute to each.

They contribute

$6,000

Their annual tax savings*

$1,200

*Estimated savings are based on an assumed combined federal and state income tax bracket of 20%. Actual savings will depend on your taxable income and tax status.

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Miles and Jessica's FSA savings

Near the end of the year, they're curious to see how much remains.

Without an FSA

+ $6,000 from paycheck

- $1,200 to taxes

- $5,700 in expenses

$900

still owed on healthcare expenses

With an FSA

+ $6,000 from paycheck

- $0 to taxes

- $5,700 in expenses

$300

leftover for expenses

Assumes they pay 20% of their income in federal, state and social security taxes. Actual tax savings will depend on your FSA contributions, applicable State tax rates and your personal tax situation. Please consult your tax adviser for details.

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Activate your HealthEquity VISA debit card

Log into your account on the mobile app or web portal.

Visit the **'Manage Cards'** page to activate your new card.

Or call the number listed on the sticker of your new card to activate it.

This card is issued by The Bancorp Bank, N.A. pursuant to a license from VISA U.S.A., Inc. Your card can be used everywhere Visa debit cards are accepted for qualified expenses. This card cannot be used at ATMs and you cannot get cash back, and cannot be used at gas stations, restaurants, or other establishments not health-related. For card terms and conditions, see the Cardholder Agreement that is provided with the card.

No PIN required for card use

- ✓ When paying with your card, select **'credit'**
- ✓ If asked to enter a PIN, select **'credit'** to bypass the request
- ✓ Let the cashier know that your card does not have a PIN

HealthEquity | DCFSA

Turn caregiving into tax savings

Dependent Care FSA

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Turn caregiving into tax savings

A Dependent Care Flexible Spending Account (DCFSA) lets you use tax-free money to pay for eligible dependent care expenses.

DCFSAs are never taxed at a federal income tax level when used appropriately for eligible dependent care expenses. Also, most states recognize DCFSA funds as tax deductible with very few exceptions. Please consult a tax advisor regarding your state’s specific rules

Save on eligible dependent care expenses

- Pre-tax payroll contributions
- Fast, convenient payments and reimbursement
- Enjoy a full year to spend your account funds

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Save $1,500+

Members who contribute the max to their DCFSA can save $1,500+ each year* on eligible expenses.

$$
\begin{array}{r}
\$7{,}500 \\
\times \quad 20\% \\
\hline
\mathbf{\$1{,}500}
\end{array}
$$

*The example used is for illustrative purposes only; actual savings may vary. The figure is based on average tax rate of 20%, including state, federal and FICA taxes. Savings based on contributing the maximum family amount.

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Which of the following is true about your DCFSA funds availability?

A. Your entire annual contribution amount is available on the first day of the plan year

B. Your account funds are available only as you make contributions

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Answer

B. Your account funds become available as you make contributions.

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Determine eligible dependents

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Save on DCFSA eligible expenses

Eldercare

(must be your IRS-qualified dependent)

- Elder day care
- Work-related custodial elder care

Childcare for children under age 13

- Nanny and au pair services
- Summer day camp
- Preschool
- Babysitting

Care-associated costs

- Transportation costs to and from eligible care
- Late pick-up fees

HealthEquity.com/dcfsa-qme

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The more you contribute the more you save

Coverage	2026 Contribution limit	Potential tax savings*
Family	$7,500	**$1,500**

*Estimated savings are based on an assumed combined federal and state income tax bracket of 20%. Actual savings will depend on your taxable income and tax status.

Qualifying life events

- Marital status
- Number of dependents
- Employment status
- Change in residence
- New childcare or eldercare provider

Generally, these are qualifying life events. Check your plan to determine what are permissible qualifying life events.

What's needed for reimbursement

Documentation that includes the following should be provided:

- ✓ Names of providers
- ✓ Names of persons who received care or service
- ✓ Dates of service or care
- ✓ Descriptions of services
- ✓ Costs of service or care

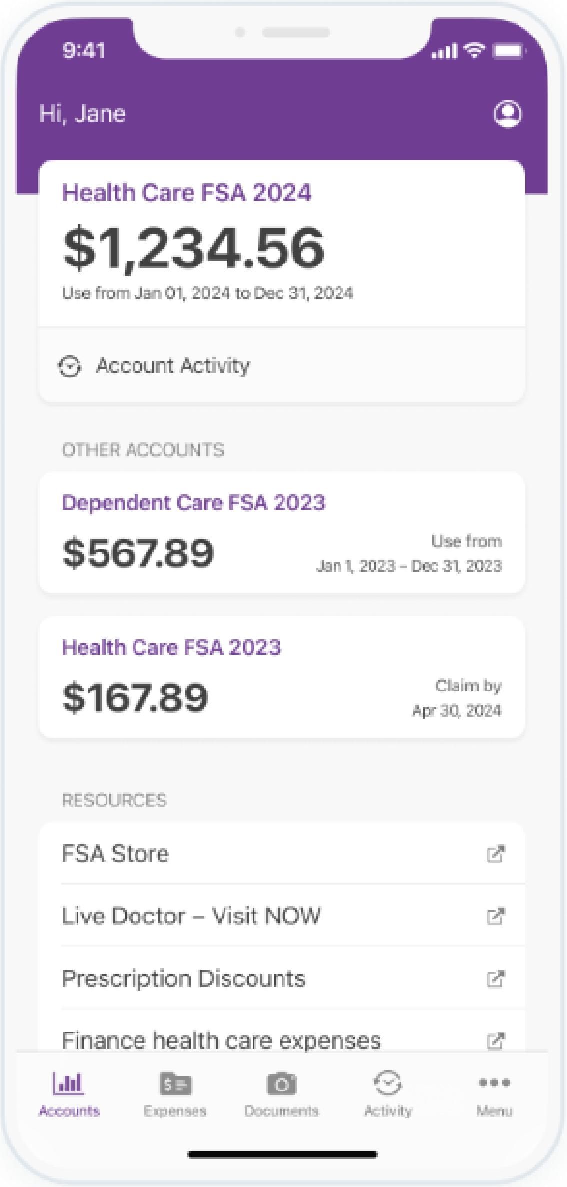
Download the EZ receipts mobile app

- Home screen where employees can check account balance, view FSA contributions, recent transactions, and claims[1]
- Submit and track claims
- Fast, convenient payment and reimbursement
- Get on-demand, 24/7 support

EZ Receipts app

Download on the App Store®

GET IT ON Google Play™



[1]Accounts must be activated via the HealthEquity website or mobile app in order to use the mobile app

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HealthEquity makes saving easy

- 24/7 Member Services via call or chat
- On-the-go access with our mobile app
- Fast, convenient payment and reimbursement

Get started today!

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01

Sign up

- ✓ Enrollment dates: November 3rd - November 14th
- ✓ Enroll through WorkDay
- ✓ Choose election amount for the year

02

Contribute

- ✓ Pre-tax through payroll
- ✓ Amount withheld from each paycheck is typically equal
- ✓ MERA contributions will be available after your first paycheck of the year

03

Access account

- ✓ Register and login at www.HealthEquity.com/login
- ✓ Submit for reimbursement via the HealthEquity online tool or mobile app
- ✓ Remember to save all receipts

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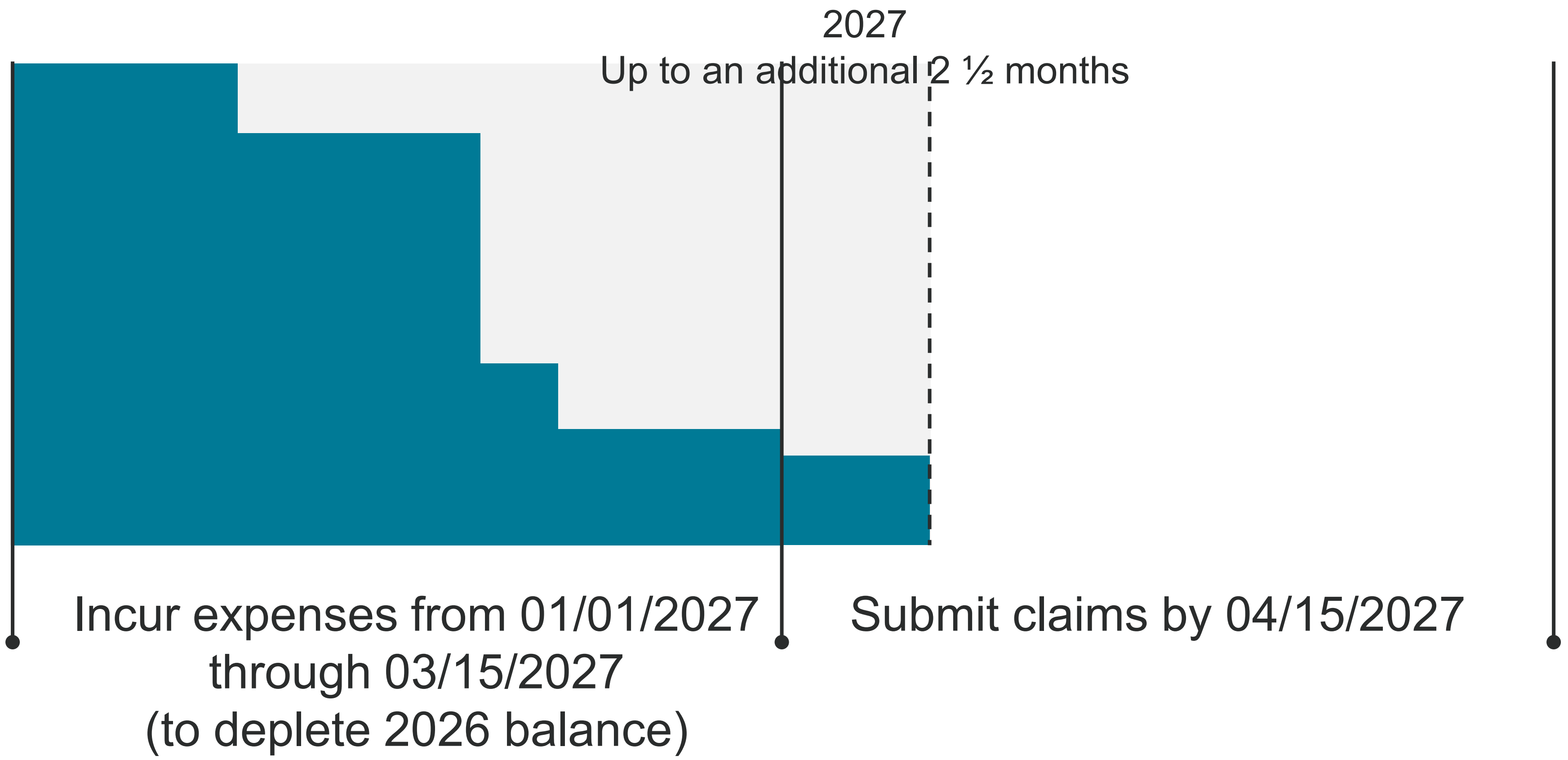
Grace period



Questions?

We’re here for you 24/7

HealthEquity.com/Learn

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