

Maximize your take-home income with a Flexible Spending Account

Your flexible spending account (FSA) through Blue Cross & Blue Shield of Rhode Island (BCBSRI) allows you to pay for qualified expenses, such as healthcare, dependent care, and commuter services, with pre-tax dollars. Since taxes are not deducted from your FSA payroll contributions, you'll pay less in federal, state, and FICA taxes—which means more take-home pay!

With an FSA, you benefit from the following:

- The money you put in may reduce your taxable income
- Taxes aren't deducted, so you get more spending power when you pay for qualified expenses

Increase your take-home income

	Not enrolled in an FSA	Enrolled in an FSA	Benefits
Pre-tax annual income	\$38,000	\$38,000	
FSA contribution	\$0	\$500	FSA funded by pre-tax dollars
Annual taxable income	\$38,000	\$37,500	FSA contributions can reduce taxable income
Federal, state & FICA	\$10,127	\$9,994	Pay less in taxes
Out-of-pocket medical expenses	\$500	\$0	Out-of-pocket medical expenses paid by pre-tax dollars in your FSA
Take-home annual income	\$27,373	\$27,506	Take home income increases by \$133

For illustrative purposes. Your tax situation may be different. Consult a tax advisor.

Here's how it works

Log in to your FSA account

- Go to bcbsri.wealthcareportal.com and click **SIGN IN** at the upper right corner of the page.
- Explore FSA tools and resources online
 - View your account
 - Calculate your savings
 - Learn how to use your FSA

Make payments

- FSA debit card
- Submit claims
- Paper submission

Download BlueSolutions Spending mobile app

Manage your FSA account on the go. Find details at your FSA account online.



Learn about eligible/ineligible expenses*

Healthcare



Eligible expenses:

- Ambulance
- Artificial limb or prosthesis
- Birth control
- Braces
- Chemical dependency treatment
- Chiropractors
- Copays
- Contact lenses
- Deductibles
- Dental expenses
- Diagnostic/lab fees
- Eyeglasses
- Eye surgery
- Hearing aids
- Hospital services
- Menstrual care products
- Non-prescription medicines, like cold and flu pills
- Physician fees
- Prescription drugs
- Smoking cessation programs
- Transplants
- Weight loss program

Ineligible expenses:

- Cosmetic surgery
- Deodorant
- Electrolysis hair removal
- Funeral expenses
- Health club dues
- Medicated shampoo and soap
- Multivitamins
- Teeth whiteners
- Tissues
- Toiletries

Dependent Care



Eligible expenses:

- Child day care programs
- Before- and after-school programs
- Home care (caregiver cannot be spouse or dependent and is 19 years of age or older)
- Funeral expenses
- Nursery school program
- Tissues
- Toiletries

Commuter



Eligible expenses:

- Bus vouchers and passes used to commute to and from work
- Carpooling in a "commuter highway vehicle" to and from work
- Ferry passes used to commute to and from work
- Work-related parking

Ineligible expenses:

- Mass transit and parking costs not associated with the commute to and from work

*This list is for illustrative purposes and is not a complete list of all eligible and ineligible expenses. Please see IRS Publication 502 for a more detailed and accurate listing of qualified healthcare expenses.

This communication is not intended as legal or tax advice. Please contact a legal or tax professional for personal advice on FSA eligibility, tax treatment, and restrictions.



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