



FSA

 | *Flexible Spending Account*

The pre-tax account that works with your MVP plan or any health plan option

MVP's Flexible Spending Account (FSA) works like a typical FSA – enabling your employees to set aside pre-tax dollars to cover qualified, out-of-pocket medical expenses. This FSA integrates seamlessly with your MVP plan benefits...making administration simpler for you and your employees. It can also be used in combination with an HRA or HSA – as part of a complete, cost-saving solution for your organization.

It's all part of MVP's complete consumer-driven solutions for you and your employees...from MVP.

Advantages – for employers

As consumers' out-of-pocket health care expenses continue to climb, FSAs are regarded as a highly valuable part of your employee benefits package – with tax advantages for your business. MVP's FSA is even more valuable – because it works with your MVP health plan. So you no longer have to duplicate administration efforts by working with a separate FSA provider.

Advantages – for your employees

It's all about savings and flexibility. With an FSA, employees can have funds deducted from their paycheck on a pre-tax basis, and then use those funds to cover out-of-pocket medical expenses for themselves, their spouse, and their dependents – from copayments to over-the-counter medications.

Easy to access

With convenient online access, it's simple for your employees to manage their accounts. All participating employees will carry an FSA debit card, making it easy to use their account.

Simple to get started

Talk to your Broker or MVP Representative. We'll work with you to create your FSA. With FSA administration from MVP, your employees will have an added benefit with complete security and excellent service.

All part of Care About You

Powerful financial tools that enable you to choose lower-cost options...Flexible Spending Accounts...from a name you know and trust.

**To learn more, call your Broker
or your MVP Sales Representative at
1-800-TALK-MVP**

More information on back

Employees can use FSA funds to pay...

- Out-of-pocket costs associated with their MVP health plan, including: costs for hospital and physician office visits, prescription and medical copayments, and coinsurance charges
- Costs for health-related items such as over-the-counter medications, eyeglasses/contact lenses, dental and orthodontic care
- Out-of-pocket medical costs for themselves, their spouse or dependents

How an FSA adds up to real savings

An Employee Example

Although tax rates and savings vary, here is a basic look at how MVP's FSA could save an employee like "Sam" hundreds of dollars each year. In this example, Sam knows he typically spends about \$1,000 dollars per year on FSA-eligible health care expenses. Instead of paying as he goes, he has the funds deducted pre-tax and deposited into his FSA.

	Without FSA	With FSA
Sam's Annual Income	\$40,000	\$40,000
Less FSA Contribution	\$0	-\$1,000
Taxable Income	\$40,000	\$39,000
Less Taxes Paid		
Social Security (7.65%)	-\$3,060	-\$2,984
Federal Income Tax (15%)	-\$6,000	-\$5,850
Take Home Pay	\$30,940	\$30,166
Less Health Care Expenses	-\$1,000	\$0
Net Take Home Pay	\$29,940	\$30,166

Sam saves \$226 annually with an FSA!

FSA: Quick Look

- A personal account funded by pre-tax contributions from the employee
- Funds are used to pay for out-of-pocket medical expenses
- Can be integrated with any MVP health plan
- Funds cannot be rolled over annually
- Account is not portable
- Tax advantages for employees and employers
- May be combined with HRA or HSA



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