



# Your Health Care FSA

A FLEXIBLE SPENDING ACCOUNT FOR HEALTH AND MEDICAL EXPENSES





Even the healthiest of families have routine medical expenses that add up each year – like copays, prescriptions, new glasses and dental costs. Enjoy the tax-saving benefits of a Flexible Spending Account (FSA) from BlueCross BlueShield of Tennessee. An FSA is specifically designed to work with your health plan to help you plan and save for your health expenses.

## WHAT IS AN FSA?

An FSA allows you to set aside money specifically to pay health care expenses for you or your family. An FSA can help you save money because you fund it with pre-tax dollars.

### **With a Health Care FSA, you can:**

- Plan ahead for your health care expenses
- Use easy payroll deduction to fund your FSA
- Reduce your taxable income and save on taxes
- Have money on hand for your health and medical needs

THE EASY WAY TO SAVE FOR YOUR  
HEALTH AND MEDICAL EXPENSES



# WHAT YOU SHOULD KNOW ABOUT A HEALTH CARE FSA

## QUALIFIED EXPENSES

Health care FSA funds are available only for qualified health care expenses. For example, your FSA could pay for services like:

- Deductibles
- Copays
- Coinsurance
- Dental and vision care
- Glasses, contact lenses, braces and hearing aids
- Prescription drugs
- Over-the-counter medications (if prescribed by your doctor)

## FSA FUNDS EXPIRE AFTER ONE YEAR

The goal is to contribute only as much money as you will spend on health expenses for one year. While the IRS allows you to contribute up to \$2,550 in 2016 or \$2,600 in 2017, health care FSA funds do not carry over to the next year, unless your employer has selected a grace period or rollover provision.

## YOUR CONTRIBUTION AMOUNT

Estimating the right amount to contribute to your FSA is very important because you only want to put in what you will use. Start by reviewing your health care expenses (including dental and vision costs) for the past two years.

Use your Personal Health Statements in BlueAccess, the secure member area of **bcbst.com**. They give you full details of all your health care claims and expenses, including dental and vision, for the past two years.

## CONTRIBUTION CHANGES

You can change your contribution amount only if you have a qualifying event or family status change, such as a:

- Marriage
- Divorce
- Birth
- Adoption
- Job change



# HOW HEALTH CARE FSAs WORK

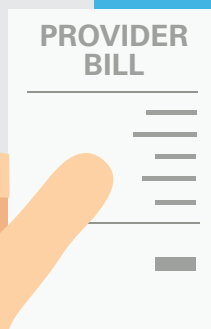
## FUNDING YOUR FSA



- 1 Decide how much money you want to put in the FSA (up to \$2,550 in 2016 or \$2,600 in 2017).
- 2 Ask your employer to withhold an equal part of that amount each pay period, which will go into your FSA before taxes.
- 3 Use your FSA funds throughout the year to pay for qualified health care expenses.
- 4 Remember, your FSA funds do not carry over, so make sure you spend all of your money by the end of the year.

## USING YOUR FSA

- 1 Visit a provider in your network.
- 2 Pay the provider for your care.
- 3 The provider will submit a claim to BlueCross.
- 4 BlueCross will automatically reimburse you from your FSA. If you want more control over your FSA, you can manually file claims for only the expenses you want the FSA to cover.



You can easily check your claims and FSA balance anytime using BlueAccess<sup>SM</sup>, the secure member section of [bcbst.com](http://bcbst.com).

# A FLEXIBLE SPENDING ACCOUNT CAN HELP YOU SAVE ON TAXES

## HERE'S AN EXAMPLE OF HOW YOU SAVE WITH AN FSA

John looks at his family's health care needs for next year. He estimates they will spend at least \$2,500 for copays, deductibles, out-of-pocket drug costs, eyeglasses for his son and wife, as well as braces for his daughter. Funding an FSA will help him pay for care with pre-tax dollars.

| HOW JOHN SAVES        | With an FSA<br>(pre-tax dollars) | Without an FSA<br>(after-tax dollars) |
|-----------------------|----------------------------------|---------------------------------------|
| Annual Earnings       | \$ 30,000                        | \$ 30,000                             |
| Pre-Tax Contribution  | \$ 2,500                         |                                       |
| Taxable Income        | \$ 27,500                        | \$ 30,000                             |
| Taxes*                | \$ 6,875                         | \$ 7,500                              |
| Take-Home Pay         | \$ 20,625                        | \$ 22,500                             |
| Health Care Costs     |                                  | \$ 2,500                              |
| Spendable Income      | \$ 20,625                        | \$ 20,000                             |
| <b>JOHN'S SAVINGS</b> | <b>\$ 625</b>                    |                                       |

\*Based on a 25% tax rate (includes federal, state and Social Security/FICA)



John's expenses are the same with or without an FSA, but by funding a health care FSA with pre-tax dollars, he saves **\$625**.





BlueCross BlueShield of Tennessee (BlueCross) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex. BlueCross does not exclude people or treat them differently because of race, color, national origin, age, disability or sex.

BlueCross:

- Provides free aids and services to people with disabilities to communicate effectively with us, such as: (1) qualified interpreters and (2) written information in other formats, such as large print, audio and accessible electronic formats.
- Provides free language services to people whose primary language is not English, such as: (1) qualified interpreters and (2) written information in other languages.

If you need these services, contact a consumer advisor at the number on the back of your Member ID card or call 1-800-565-9140 (TTY: 1-800-848-0298 or 711).

If you believe that BlueCross has failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability or sex, you can file a grievance ("Nondiscrimination Grievance"). For help with preparing and submitting your Nondiscrimination Grievance, contact a consumer advisor at the number on the back of your Member ID card or call 1-800-565-9140 (TTY: 1-800-848-0298 or 711). They can provide you with the appropriate form to use in submitting a Nondiscrimination Grievance. You can file a Nondiscrimination Grievance in person or by mail, fax or email. Address your Nondiscrimination Grievance to: Nondiscrimination Compliance Coordinator; c/o Manager, Operations, Member Benefits Administration; 1 Cameron Hill Circle, Suite 0019, Chattanooga, TN 37402-0019; (423) 591-9208 (fax); Nondiscrimination\_OfficeGM@bcbst.com (email).

You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights, electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at: U.S. Department of Health and Human Services, 200 Independence Avenue SW., Room 509F, HHH Building, Washington, DC 20201, 1-800-368-1019, 800-537-7697 (TDD). Complaint forms are available at <http://www.hhs.gov/ocr/office/file/index.html>.

BlueCross BlueShield of Tennessee, Inc., an Independent Licensee of the BlueCross BlueShield Association.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-800-565-9140 (TTY: 1-800-848-0298).

ملحوظة: إذا كنت تتحدث اذكر اللغة، فإن خدمات المساعدة اللغوية تتوافر لك بالمجان. اتصل برقم 800-565-9140-1 (رقم هاتف الصم والبكم: 1-800-848-0298).

注意：如果您使用繁體中文，您可以免費獲得語言援助服務。請致電 1-800-565-9140 (TTY: 1-800-848-0298)。

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 1-800-565-9140 (TTY: 1-800-848-0298).

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 1-800-565-9140 (TTY: 1-800-848-0298) 번으로 전화해 주십시오.

ATTENTION : Si vous parlez français, des services d'aide linguistique vous sont proposés gratuitement. Appelez le 1-800-565-9140 (ATS : 1-800-848-0298).

ໂປດຊາບ: ຖ້າ ວ່າ ທ່ານເວົ້າ ພາສາລາວ, ການຊ່ວຍເຫຼືອ ພາສາ ລາວ ມີ ອາດ ມີ ພາສາ, ໂດຍ ໂຕ ຫຼັກ ຈຳ ລອງ ມີ ອາດ ມີ ພາສາ ທີ່ ບໍ່ ມີ ພາສາ. ໂທ 1-800-565-9140 (TTY: 1-800-848-0298).

ማሳሰቢያ: የሚናገሩት ቋንቋ አማርኛ ከሆነ የትርጉም አርዳታ ድርጅቶች፣ በነጻ ሊያግዝዎት ተዘጋጅተዋል፡ ወደ ሚኒተለው ቁጥር ይደውሉ 1-800-565-9140 (መስማት ለተሳናቸው: 1-800-848-0298)፡፡

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-800-565-9140 (TTY: 1-800-848-0298).

સુચના: જો તમે ગુજરાતી બોલતા હો, તો નિઃશુલ્ક ભાષા સહાય સેવાઓ તમારા માટે ઉપલબ્ધ છે. ફોન કરો 1-800-565-9140 (TTY: 1-800-848-0298)

注意事項：日本語を話される場合、無料の言語支援をご利用いただけます。1-800-565-9140 (TTY: 1-800-848-0298) まで、お電話にてご連絡ください。

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 1-800-565-9140 (TTY: 1-800-848-0298).

ध्यान दें: यदि आप हिंदी बोलते हैं तो आपके लिए मुफ्त में भाषा सहायता सेवाएं उपलब्ध हैं। 1-800-565-9140 (TTY: 1-800-848-0298) पर कॉल करें।

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 1-800-565-9140 (телетайп: 1-800-848-0298).

توجه: اگر به زبان فارسی گفتگو می کنید، تسهیلات زبانی بصورت رایگان برای شما فراهم می باشد. با تماس بگیرید 1-800-565-9140 (TTY: 1-800-848-0298)

ATANSYON: Si w pale Kreyòl Ayisyen, gen sèvis èd pou lang ki disponib gratis pou ou. Rele 1-800-565-9140 (TTY: 1-800-848-0298).

UWAGA: Jeżeli mówisz po polsku, możesz skorzystać z bezpłatnej pomocy językowej. Zadzwoń pod numer 1-800-565-9140 (TTY: 1-800-848-0298).

ATENÇÃO: Se fala português, encontram-se disponíveis serviços linguísticos, grátis. Ligue para 1-800-565-9140 (TTY: 1-800-848-0298).

ATTENZIONE: In caso la lingua parlata sia l'italiano, sono disponibili servizi di assistenza linguistica gratuiti. Chiamare il numero 1-800-565-9140 (TTY: 1-800-848-0298).

Díí baa akó nínízin: Díí saad bee yáníłti'go Diné Bizaad, saad bee áká'anída'áwo'déé', t'áá jiik'eh, éi ná hólq, koji' hódíłnihi 1-800-565-9140 (TTY: 1-800-848-0298).

For a complete list of qualifying expenses for your health care FSA, talk to your tax advisor or visit **bcbst.com**. You can also find additional details and FSA claim forms at **bcbst.com**. If you have specific questions about your FSA from BlueCross BlueShield of Tennessee, your Consumer Coach is ready to help. Just call:



**1-800-527-9206** or email



**ConsumerCoach@bcbst.com**