

## **Benefit Bite #5 FSA/HSA**

Did you know that enrolling for a Flexible Spending Account (FSA) or a Health Savings Account (HSA) is a great way to help offset the out of pocket expenses of a High Deductible Health Plan such as the TRS ActiveCare 1-HD plan?

Employees enjoy the lower monthly premiums that the 1-HD plan offers, but are worried at the thought of the What If scenario. The plan, by its design, does not begin to pay until you have met your deductible so what if you end up with a surgery or hospitalization? That is where programs designed to give individuals tax advantages to offset health care costs come into play.

An FSA plan is a great way to have your total annual contribution amount fully funded up front on September 1<sup>st</sup>. Do remember it is a use it or lose it plan therefore you need to select your amount carefully.

The HSA is a great way to save up for a rainy day; it is not fully funded, but any money left over at the end of the plan year stays in your account so you do not lose any remaining funds.

Attached are flyers for the Flexible Spending Account and Health Savings Account with more information. You can also view these fliers on the [episd.org/benefit](http://episd.org/benefit) web page on the Open Enrollment 2019/20 Tab.

**OPEN ENROLLMENT WILL TAKE PLACE FROM JUNE 24, 2019 - JULY 31, 2019.**  
**Be sure to log into [benefitsolver.com](http://benefitsolver.com) and review your selections.**

**Stay Healthy and stay informed!**