

CONEXIS HEALTH FSA WITH A CARRYOVER

Why Your Employees Should Enroll

A CONEXIS health flexible spending account (FSA) has always been a great way for your employees to **save money by using pre-tax dollars** to pay for qualifying medical, dental, and vision care for themselves and for their families.

Our health FSA with a carryover feature is even better for many reasons. Share with your employees these top three reasons why they should enroll this year – and every year.

Reason 1: More Flexibility

Our health FSA includes a carryover which gives your employees more flexibility. They can spend their money when and how it suits them best.

Let's say an employee needs a new pair of eyeglasses in December, but she can't get an appointment to adjust her prescription until January. No problem. She can carry over up to \$500 to cover the cost of her new glasses from one plan year to the next.

With the carryover feature, your employees can tap into their account to pay for eligible health care expenses when they arise, rather than rushing to spend down unused funds at the end of the year (or during the grace period).

Reason 2: More Savings

Our health FSA with a carryover delivers real tax savings for your employees. They use pre-tax dollars to pay for qualifying doctor and dentist visits, prescription drugs, contact lenses, and more. Money is moved from their paychecks to an FSA before taxes are deducted, which reduces employees' overall tax burden.

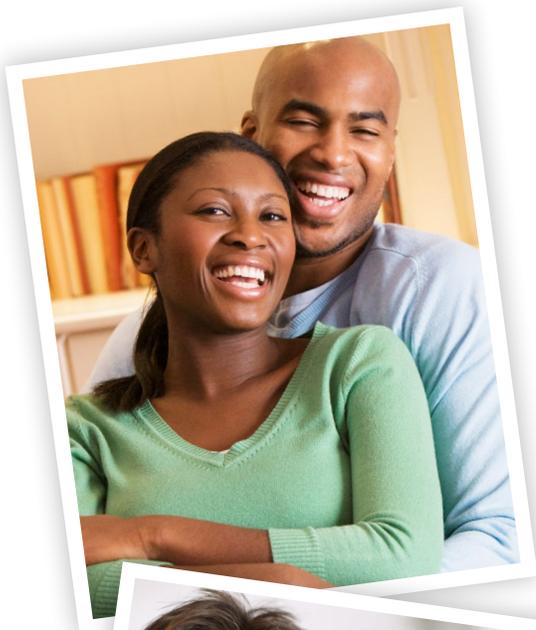
Reason 3: Less Risk, Less Worry

Our health FSA with a carryover greatly reduces the use-it-or-lose-it risk. Your employees may carry over up to \$500 left in their account at the end of a plan year, decreasing the possibility of losing unused funds. There's less risk or worry for all your employees, regardless of their level of familiarity with health FSAs.



Key Benefits of the Carryover Option

- Higher employee participation rates – employees are more likely to enroll with less risk of losing money
- Greater tax savings for your company – the financial benefit of higher participation and greater employee contributions
- More flexibility and choice for employees – they choose how and when to use their health FSA funds



Great for Health FSA Rookies

If your employees have never enrolled in a health FSA before, now is the perfect time for them to try it out. They'll love the **tax benefit and savings**. Encourage employees to sign up for the CONEXIS health FSA with a carryover and put at least \$500 in their accounts. If your employees don't use all of their health FSA dollars this plan year, any remaining funds up to \$500 will be available the next plan year.

Great for Health FSA Veterans

Employees who've had an FSA in the past know it's a great way to save on health care expenses. Understandably, many employees are conservative in estimating how much to contribute to a health FSA, and they tend to put aside less than they need out of fear of losing unspent dollars at the end of a plan year.

The CONEXIS health FSA with a carryover means your employees no longer have to worry about precisely estimating out-of-pocket medical expenses a whole year in advance. They can contribute more money into their accounts, knowing that if they don't spend the last \$500, it will be **available the next plan year**. For current FSA participants, there's no reason for them not to enroll in a health FSA again this year – and put more money into it.

Great for Health FSA Skeptics

Maybe your employees have had FSAs before and lost money left in their account at the end of a plan year. Maybe they found their old FSAs to be an administrative pain. Cumbersome. Clunky. More trouble than they were worth.

Encourage your skeptical employees to give the CONEXIS health FSA a chance now that the plan includes a carryover feature. It's remarkably easy to use. It makes saving an average of 30 percent on health expenses a breeze. Since employees can **carry over up to \$500** in their account from one plan year to the next, there's less risk of losing their hard-earned money. This CONEXIS health FSA will turn skeptics into believers.

Get Started Today!

Use our [Carryover Communication Guide](#) that includes sample plan amendments, participants communications, and informative FAQs – helpful resources you may need when adding the carryover feature to your FSA plan.

About CONEXIS

CONEXIS, a division of WageWorks, Inc., provides benefits services to more than 16,000 organizations nationwide, representing more than 6 million employees and participants. We help employers offer quality benefits programs to their employees and retirees, including account-based plans like FSAs, health savings accounts (HSAs), and health reimbursement arrangements (HRAs), as well as COBRA administration and Direct Bill services.