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Open Enrollment Meeting

Texas A&M University System

FSA Open Enrollment with Navia Benefit Solutions

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What is Section 125?

Section 125 of the IRC allows you to pay for qualified expenses on a tax-free basis. The monies deducted under a Section 125 plan effectively lower your gross income and your taxable base.

All monies deducted pre-tax are exempt from Federal Income Tax (FIT), FICA and even some state income taxes. This can result in savings of 30 - 40%

The Flexible Spending Arrangement (FSA) offered by your Employer is a tax-free benefit, governed by Section 125 of the IRC.

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Flexible Spending Arrangements

A Flexible Spending Arrangement (FSA) plan enables you to set aside money on a pre-tax basis to pay for out-of-pocket health care and/or day care costs. Your FSA plan year is September 1st, 2021 through August 31st, 2022 and all claimed expenses must have dates of service that fall within the plan year.

This benefit covers you, your spouse and any tax dependent(s). Your eligibility for this benefit is not based on the status of your insurance coverage through your employer.

Run Out: claims for the above plan year must be filed by December 31st, 2023.

Health Care FSA (HCFSA)

This benefit is used to pay for eligible out-of-pocket expenses that are medically necessary. The health care FSA is a **pre-funded** benefit. You have access to the full annual election amount at the beginning of the plan year.

Unlike insurance benefits, the health care FSA covers you and your dependents even if you are not covered under your employer's benefit plans.

The maximum amount that you set aside for your **Health Care FSA is $2,750.**

2 ½ Month Grace Period

The 2 ½ month Grace Period provision gives your plan year an extension so that any expense incurred from September 1st, 2022 through November 15th, 2022 can be submitted against the plan year that ended on August 31st, 2022.

Claims submitted against the prior plan year must still be submitted by the claims run-out deadline of December 31st, 2022.

HCFSA Eligible Expenses

Under IRC Section 213(d), the expense must be to "treat a medical condition" to be considered eligible for reimbursement. This includes common expenses such as:

- Copayments, prescriptions, deductible and coinsurance amounts
- Dental and orthodontia expenses
- Vision expenses such as lenses, contacts, frames etc.
- Acupuncture, chiropractic, naturopathic doctors
- Over-the-counter drugs – No longer require RX!
- Menstrual care products – Newly eligible!

Health Care FSA Ineligible Items

Ineligible expenses include those that are considered hygienic or cosmetic in nature or those that are not treating a medical condition. Some common examples include:

- Cosmetic surgery, gym memberships, naturopathic medicines
- Teeth whitening, veneers, Sonicare toothbrushes

Visit our web-site at www.naviabenefits.com for an extensive list of eligible and ineligible expenses.

Dependent Care FSA (DCFSA)

Childcare can be a large expenditure for many families. The Dependent care FSA provides some tax relief by allowing families to set aside pre-tax dollars to pay for qualifying expenses. To qualify, the care must:

- Be for a dependent 12 and under (unless the dependent is physically or mentally impaired and cannot provide care for themselves, then no age limit)
- Enable you and your spouse to work, actively look for work or be a full-time student
- Not be educational in nature (i.e. school tuition).

DCFSA

The Dependent Care FSA calendar year maximum:

- $5,000 if you are married filing jointly
- $5,000 if you are single
- $2,500 if you are married filing separately

The Day Care FSA is **not pre-funded**; reimbursements are paid based on your account balance.

Eligible Expenses:

Before and after-school care
Day camps
Preschool
Elder care

Ineligible Expenses:

Overnight camps
Kindergarten
Childcare while you are not working
Care provided by spouse or dependent

Submitting a Claim

We make submitting your claims as easy as possible. You can use one of the following methods:

- MyNavia App – An easy-to-use mobile app that gives you real-time access on the go. Available for both Apple and Android devices
- FlexConnect – Simple online auto-claim preparation tool for HCFSA
- Online Submission – Log into your account at www.naviabenefits.com
- Day Care FSA Recurring Claim – Simple online auto-claim tool for DCFSA
- Paper Claim Form – Mail, fax or email your claim and documentation to us

Allow up to two (2) full business days for your claim to be processed. Reimbursements are issued according to your employer's reimbursement schedule.

Or, use the Navia Benefits Card and skip the claim filing step!!!

Navia Benefits Card

Rather than filing a claim and waiting for reimbursement, you can use the Navia Benefits Card to pay your provider directly for qualified expenses.

New Feature!

The Dependent Care FSA benefit is now also tied to your Navia Benefits debit card too. If you already have a Navia card, your Dependent Care FSA funds are automatically applied to your existing card. If you do not already have a card, one will be mailed to you when you enroll in the DCFSA.

- The card is accepted at participating merchants using the IIAS technology system and/or merchants setup with the MasterCard system.
- Be sure to hang on to your receipts in case we need to see them to verify expense eligibility.
- If we need to see a receipt, you will notice an alert on your mobile app and we will send you an email reminder

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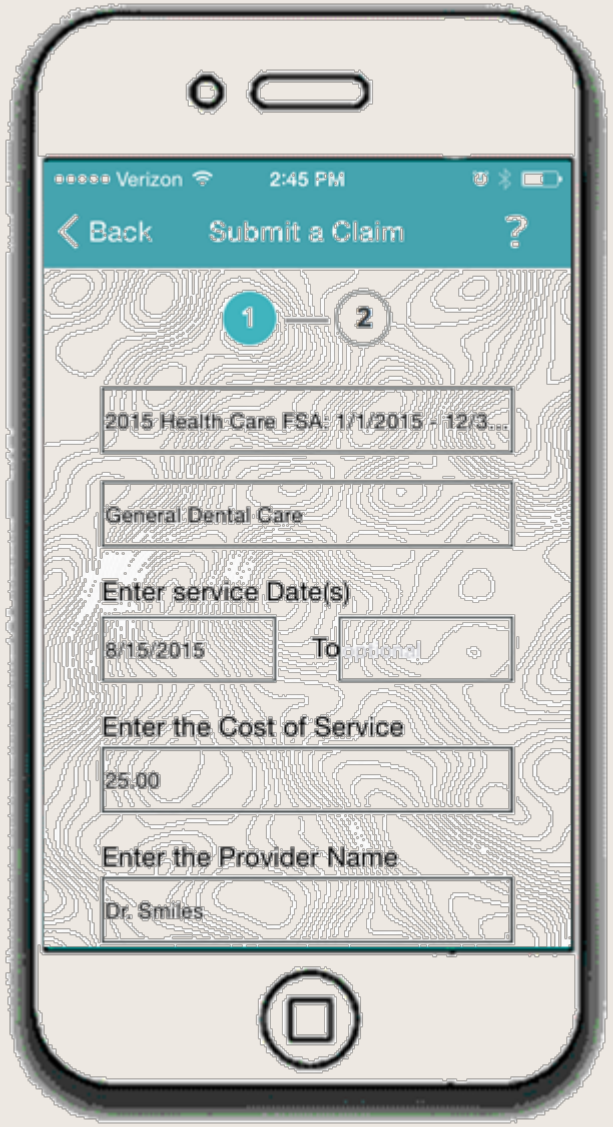
MyNavia App

The MyNavia App gives you real-time access on the go!

- Submit your claims
- Claim approval & reimbursement notifications
- Update personal information
- Substantiate debit card transactions
- View active benefits and claims history
- View pending claims

Available for download on Google play and the App Store



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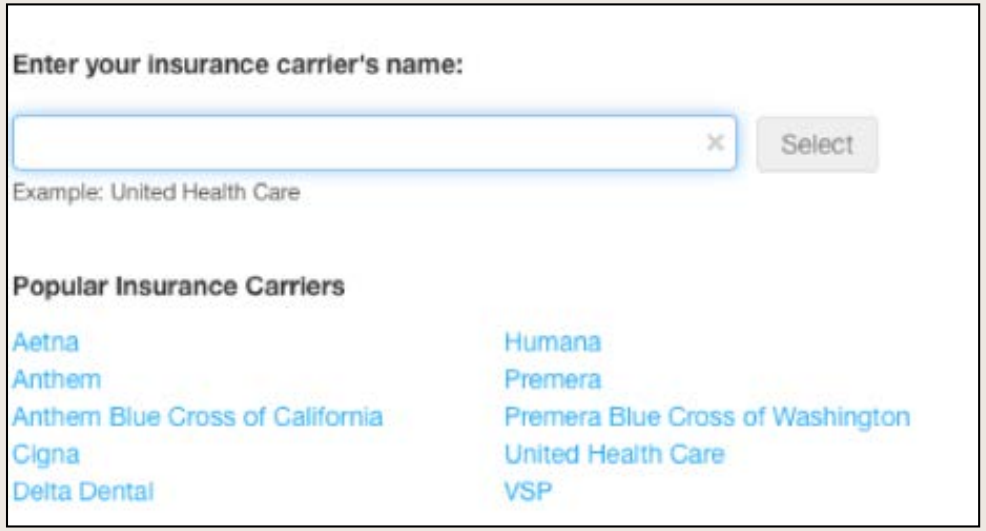
FlexConnect

Now you can FlexConnect your FSA
to your Medical, Dental and Vision carriers' websites!



Step 1.
Enter Carriers

Step 2.
Enter Username/Password

Step 3.
Click "Reimburse me!"

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Support

Our dedicated staff of customer service agents are available to assist you, Monday through Friday, between the hours of 5:00 am and 5:00 pm (PST). You can reach our customer service at **(425) 452-3500** or toll-free at **(800) 669-3539.**

If email is more convenient, customer service can also be reached at **customerservice@naviabenefits.com**.