

# Flexible Spending Accounts Health Reimbursement Arrangements Health Savings Accounts



## EMPOWER... Advanced Technology with the “Human Touch”

EMPOWER is different from other cafeteria administrators. With EMPOWER, you and your employees are real people, not just numbers. The EMPOWER difference means phones answered within two rings by people, not machines; emails answered within minutes not days; a Personal Account Manager to contact with questions; and claims paid the same day. You and your employees will enjoy the EMPOWER difference.

EMPOWER administers the following programs:

**Flexible Spending Account (FSA).** An FSA is a low cost way to enhance your employee benefits package. It allows employees to make pre-tax contributions to pay for a wide range of qualified expenses. FSAs traditionally include an unreimbursed medical and a dependent care account. The unreimbursed medical account pays for qualified expenses not covered by insurance, such as copayments, deductibles, doctor visits, vision and dental care. A parking/transit account may also be offered.

**Health Reimbursement Arrangement (HRA).** HRAs are a tax-advantaged benefit that allow both employees and employers to save on the cost of healthcare. An HRA allows the employer to contribute funds for employees to pay for qualified medical expenses on a tax-free basis. An HRA is funded totally by the employer. There are several types



of HRAs available, from deductible only HRAs, to HRAs which reimburse for the full range of medical, dental, and vision expenses.

**Health Savings Account (HSA).** An HSA may only be offered with a qualified high deductible health plan (HDHP). When the HSA is offered as part of the group health plan, the contributions are payroll deducted on a pre-tax basis. This saves taxes for both the employer and employee (individually-purchased HSAs may not be payroll deducted and do not save the employer FICA taxes). An HSA account is owned by the employee, and may be used to pay for medical, dental and vision expenses not covered by insurance. An HSA is similar to a medical IRA and the funds may be invested in stocks, bonds, and mutual funds.

## Why EMPOWER?

### Employer Benefits

- Significant tax savings with pre-tax contributions and tax-free distributions
- Easy plan setup—we “hold your hand” every step of the way
- Ongoing support throughout the plan year with your Personal Account Manager

### Employee Benefits

- Convenient VISA debit card
- Paperless claims submission via cell phone with the MyFlexMobile App
- EMPOWER’s easy debit card substantiation process

If you want the nation’s most advanced administration technology, combined with the “Human Touch” of exceptional personal service, you and your employees deserve EMPOWER.

## Contact EMPOWER

Beth Snyder  
(316) 687-3444 or (800) 819-9571  
bsnyder@EmpowerFlex.com

**EmpowerFlex.com**