



Flexible Spending Accounts

AMERICAN FIDELITY 
a different opinion

Flexible Spending Accounts (FSAs)

Healthcare FSA

Employees elect a portion of salary to be deducted, pre-tax.

Dependent Care Account

Flexible Spending Accounts

	2023
Max Election for HCFSA	\$3,050

	2023
Max Election for DCA	\$5,000 (married filing jointly)

What to Know

- Contributions lower employees' taxable income
- Full election amount is available first day of the plan year (HCFSA only)
- Election changes require a qualifying event
 - Per employer's plan design and IRS rules

How Do Healthcare FSAs Work?



Select contribution amount



Amount is evenly deducted from each paycheck, pre-tax



Use the funds on eligible medical expenses



Documentation to verify expenses are eligible

Healthcare FSA - Eligible Expenses

- Medical:
 - Bills, deductibles, and copays
- Over-the-counter medications
- Dental:
 - Orthodontia
- Vision:
 - Prescription glasses, contacts, Lasik
- Chiropractic
- Immunizations
- Exams and X-rays



americanfidelity.com/eligible-expenses

AMERICAN FIDELITY 
a different opinion

Dependent Care Account (DCA)- Eligible Expenses

- After-school care
- Extended day programs
- Au Pair, babysitter, nanny
- Dependent care center
- Summer day camp
- Educational:
 - pre-kindergarten, nursery
- Elder care:
 - assisted living, custodial care, long-term care, nursing home

<https://americanfidelity.com/claims/dependent-care-account-eligibility-list//>

“Use or Lose” Options (for HCFSAAs)

Grace Period

- Additional 2 ½ months following the end of the plan year (March 15)
- Employees may incur Healthcare FSA expenses and still be reimbursed

Runoff Period

- After the plan year ends, employees can submit claims up to 3 months following the end of the plan year (March 31).
- Incurred during the previous plan year, have not been submitted.

Supplemental Benefits

Limited Benefit Accident Only Insurance



24-Hour Coverage



Big and Small
Accidents



Wellness/Screening
Benefit



Over 25
Treatments Covered

americanfidelity.com/info/accident

*This product may contain limitations, exclusions, and waiting periods.
This product is not intended for people who are eligible for Medicaid coverage.
Wellness/Screening Benefit not available in all states.
Twenty-four-hour (24-hour) coverage not applicable on Non-Occupational policies.
Refer to your brochure and/or policy for details.*

AMERICAN FIDELITY 
a different opinion

Supplemental Benefits

Limited Benefit Cancer Insurance



Transportation and
Lodging Expenses



Multiple Coverage
Options



Screening Benefit



Individually Owned

americanfidelity.com/info/cancer

*This product may contain limitations, exclusions, and waiting periods.
This product is not intended for people who are eligible for Medicaid coverage.
Screening Benefit not available in all states.*

AMERICAN FIDELITY 
a different opinion

Supplemental Benefits

Limited Benefit Critical Illness Insurance



Simplified Underwriting



Screening Benefit



Lump Sum Benefit



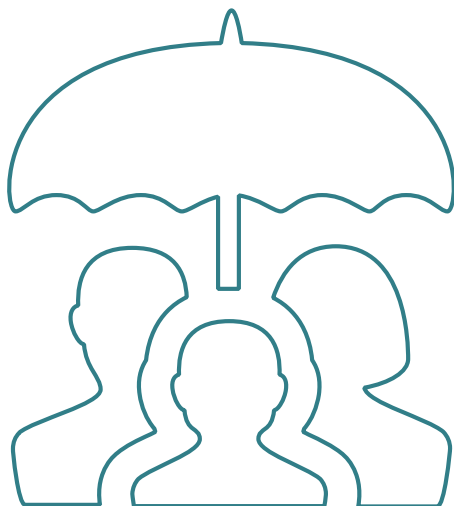
Recurrent Diagnosis Benefit

americanfidelity.com/info/critical-illness

*This product may contain limitations, exclusions, and waiting periods.
This product is not intended for people who are eligible for Medicaid coverage.
Screening Benefit not available in all states.*

AMERICAN FIDELITY 
a different opinion

Life Insurance Options



- Term Life Insurance
- Whole Life Insurance
- Universal Life Insurance

americanfidelity.com/info/life

*These products may contain limitations, exclusions, and waiting periods. Not generally qualified benefits under Section 125 Plans. **Term Life Insurance:** Premiums will increase after each renewal period. **Universal Life Insurance:** After the guaranteed period, the premiums may change. Underwritten by Texas Life Insurance Company. Not affiliated with American Fidelity Assurance Company.*

AMERICAN FIDELITY 
a different opinion

Questions

Paul Leaverton

Executive Strategic Partner, CA Lic. 0A25942

paul.leaverton@americanfidelity.com

americanfidelity.com