

Flexible Benefit Administration



CoreFlex: CoreSource Flexible Spending Accounts

Flexible Spending Accounts (FSAs) are important cost-savings tools, providing tax benefits to both employers and employees. Employers can lower their matching FICA tax payments by offering FSAs. Participants can achieve tax savings by using pre-tax dollars in FSAs for healthcare expenses not covered by their benefit plan.

Customizing is Key

As the plan sponsor, you have the freedom and ability to customize your FSA plan with options that meet your needs and those of your employees. Once you choose your plan design, employees can determine whether they want to establish an account for medical costs, dependent care costs, or both. Employees also have reimbursement and withdrawal options when it comes time to use their FSA tax-free dollars.

CoreSource's Expertise in Plan Development

When it comes to plan design, CoreSource expertise works to your advantage. Our specialists will examine your existing benefit plan and long-term objectives, and take into consideration your business, its potential risks and participant expectations. CoreSource makes sure your plan complies with all IRS regulations for a design that's right for you.

Employee Services

Participating in a CoreSource FSA is convenient and simple for employees. With industry-leading services, including online enrollment and claim-processing eliminators like the Benny™ Card – our debit MasterCard® – enrolling and using an FSA couldn't be easier. To explain the process and enhance the understanding of an FSA, CoreSource compiled all the need-to-know information in an easy-to-read employee enrollment guide available on our website or from your Client Manager.

CORESOURCE
A Trustmark Company
PERSONAL. FLEXIBLE. TRUSTED.





FSA Member Services Include:

- Daily claims processing
- Checks issued on a schedule selected by the client
- Weekly direct deposits or reimbursements
- Instant account settlement with the Benny™ Card (optional)

The Convenience of the Benny™ Card

This optional debit card allows participants to pay for qualified healthcare expenses with the swipe of a card at pharmacies and provider offices. Just like a debit card pays for groceries by deducting the cost from a personal bank account, the Benny Card automatically deducts dollars from the employee's FSA. No claim forms to fill out. No cash upfront. No waiting for reimbursement.

When employers select the Benny Card, they must prefund 5 percent of the annual FSA amount at the plan start date. This allows all electronic claims to be paid for at the point of service.

Changes due to healthcare reform

The Patient Protection and Affordable Care Act of 2010, better known as healthcare reform, places new restrictions on FSA reimbursement for over-the-counter (OTC) drugs and medications. Beginning Jan. 1, 2011 members will be required to provide a copy of a prescription from a physician in order to obtain reimbursement for these items. Many medical devices and supplies are still covered. For a more complete list of eligible and ineligible expenses for an FSA, visit www.coresource.com or speak with your Client Manager.

Because of the prescription requirement, debit cards linked to flexible spending accounts, such as the Benny Card, can no longer be used for OTC medications, effective Jan. 1, 2011.

For More Information

For pricing and additional details regarding the Benny™ Card option, please contact your CoreSource Sales Executive or Client Manager. If you would like information on CoreFlex and our Flexible Spending Account options, please call us at 866.678.3852 to find a Sales Executive in your area or visit www.coresource.com.