

WHAT YOU NEED TO KNOW ABOUT MEDICAL EXPENSE REIMBURSEMENT ACCOUNTS

H R Support & Consulting Services offers a plan to help you save money on medical expenses not covered by insurance or other sources. This benefit plan, called a Medical Expense Reimbursement Account, allows you to have money deducted pre-tax from your paycheck to pay for medical expenses not covered by insurance or other sources. This means you will save federal, state, and FICA (Social Security) taxes on contributions to your Medical Expense Reimbursement Account. For example, an employee earning \$24,000 a year and spending \$1,000 annually on unreimbursed medical expenses could save over \$300 a year in taxes with a Medical Expense Reimbursement Account. To qualify for this benefit you must be enrolled in a health insurance plan.

You can use a Medical Expense Reimbursement Account to pay for your family's health care expenses incurred during the Plan Year that are not reimbursed by your medical or dental insurance plan or any other source. The expenses you can pay for with this account include medical and dental plan deductibles and coinsurance payments, physical exams, well-child visits, eye examinations, glasses, contact lenses and solutions, and any other allowable medical expense that is not paid for by insurance or other sources. Please note that vitamins and/or supplements continue to be non-reimbursable unless there is an RX and "Letter of Medical Necessity" from your MD. **Please note: You are ineligible to participate in this account if you have or participate in a Health Savings Account (HSA). That would be double dipping.**

Your account **cannot be used** to cover cosmetic surgeries, teeth whitening, or wellness programs. Please refer to the "Allowable Medical Expense" sheet which provides a more complete list of services. Proof that an eligible expense has been incurred, such as a bill, receipt or insurance explanation of benefits showing date, type of service, provider and amount is required. **Neither canceled checks nor credit card receipts can be accepted as proof for date of service.**

To decide how much of your salary to set aside toward a Medical Expense Reimbursement Account, please refer to the Medical Expense Worksheet. **Before enrolling in the Medical Expense Reimbursement Account, it is important that you read below the "Important Reimbursement Account Information" for information about the extended "Grace Period" for incurring expenses for the Medical Expense Reimbursement Account.**

