

Help employees pay for healthcare expenses

Employees are stressed about their finances, and medical and healthcare expenses are one of the top contributors to this financial stress.¹ MetLife's Health Flexible Spending Account (FSA) can help employees pay for health expenses while also providing tax advantages and an integrated customer experience that can benefit both your workforce and your business.



30 million
U.S. employees made use of an FSA in 2018.²

Employees save up to 30% on average on qualified expenses with a pre-tax FSA.³

Our FSA solution makes life easier for your employees and you

With a tax-advantaged FSA, your employees can pay less in taxes – which can help their money go further paying for qualified expenses including copayments and deductibles, prescription drugs, medical devices, and vision and dental care.⁴

Designed with your business in mind

- With over 100 years of experience in core and voluntary benefits, our consultative approach and flexible plan designs across our entire range of 25+ benefits allow you to select and configure benefits to meet your employees' unique needs
- Integrated, end-to-end customer experience and consolidated account management across all of MetLife's benefit offerings
- Tailored employee educational resources and decision support tools to help employees understand and maximize the value of their benefits
- Higher than industry average automatic claims approval
- Analytic capabilities for additional insights across your employee population to drive increased participation and satisfaction

Positive user experience for employees

- Simple, intuitive account setup and enrollment process
- Employees can easily pay qualified expenses using a smart, multipurpose debit card that knows which of their accounts to tap into
- 24/7/365 account access through a participant portal or an easy-to-use mobile app with powerful capabilities to manage accounts on the go
- Email alerts and online messages to keep employees updated
- One-click answers to benefits questions

Tax advantages for everyone

- Employees fund their account with pre-tax contributions – up the maximum amount set by IRS regulations; employers may contribute toward the limit⁵
- Employees can withdraw the full amount of their elected contributions on Day 1 (whether or not they have actually made any contributions)
- Employers have the option of offering a rollover amount up to \$500 or a grace period up to 2.5 months; otherwise, funds must be used within the calendar year or forfeited

Contact your MetLife representative today.

What FSA funds can be used for:

- Copayments, coinsurance and deductibles
- Prescription drugs and OTC medications without a prescription
- Medical devices
- Vision and dental expenses
- Plus more⁴

1. MetLife's 19th Annual U.S. Employee Benefit Trends Study 2021
2. Aite Group report on CDH Trends 2017 & 2018
3. Savings are based on estimated Federal, State and Local tax rate of 30%. The amount participants can save in taxes will vary depending on various factors, such as the amount they set aside in the accounts, their annual earnings, whether or not they pay Social Security taxes, the number of exemptions and deductions they claim on their tax returns, their tax brackets and their state and local tax regulations. Participants should check with their own tax advisors for information on how their participation will affect their tax savings.
4. Includes a wide range of medical expenses as defined in Section 213(a) of the Internal Revenue Code. See IRS publication 502 available at <http://www.irs.gov/pub/irs-pdf/p502.pdf> for a list of qualified expenses. In addition, there may be legislation or additional publications that may modify or expand available qualified expenses. Employees should refer to their employer's plan document(s) for the latest list of qualified expenses under their plan.
5. Contribution limits are subject to change and should be checked on an annual basis on the IRS website.

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Like most group benefit programs, benefit programs offered by MetLife and its affiliates contain certain exclusions, exceptions, waiting periods, reductions of benefits, limitations and terms for keeping them in force. Nothing in these materials is intended to be, nor should be construed as, advice or a recommendation for a particular situation or individual. Any discussion of taxes is for information purposes only, does not purport to be complete or cover every situation, and should not be construed as legal, tax or accounting advice. Participants should consult with their own advisors for such advice. Federal and state laws and regulations are subject to change.

