



A convenient way to
do more with your money:
Flexible Spending
Accounts and
Commuter Benefits

Make the most of every paycheck

Do you pay for prescriptions, contact lenses, childcare or your commute? If you're not using a Flexible Spending Account (FSA) or Commuter Benefits, you could be missing out. The contributions you make can **reduce your taxable income**, and may save you money. Plus, it's a convenient way to set aside funds for eligible expenses and pay for them throughout the year.

Flexible Spending Accounts and Commuter Benefits from Voya Financial can help you:



**ESTIMATE ANNUAL HEALTH,
DEPENDENT CARE OR
COMMUTER EXPENSES.**



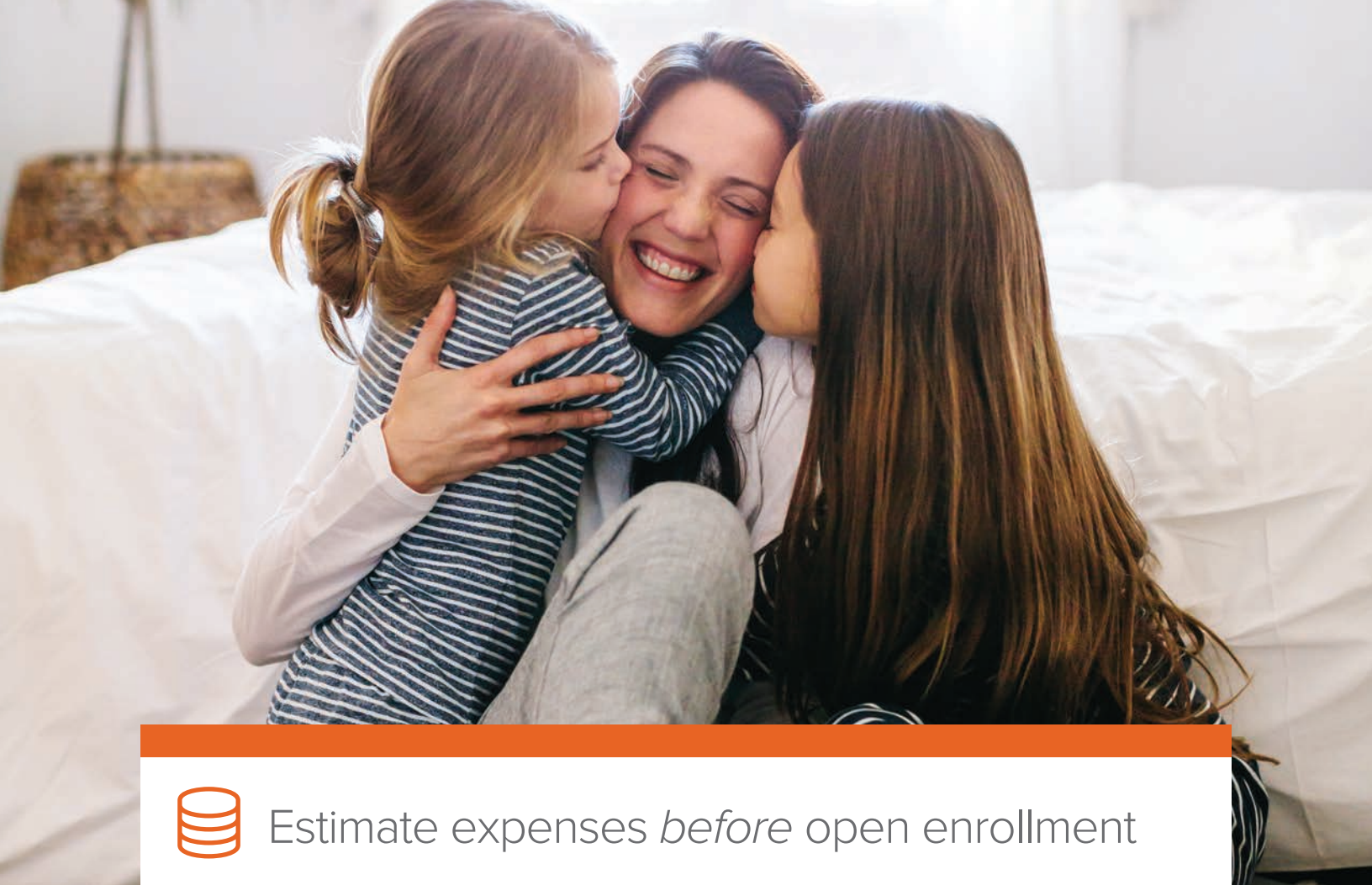
**SET ASIDE A TAX-FREE
PORTION OF EACH PAYCHECK
FOR THOSE EXPENSES.**



**USE ONE DEBIT CARD
ACROSS ALL OF YOUR
ELIGIBLE ACCOUNTS.**

Healthcare, childcare, and commuter costs can add up. Maximize the money you spend on these expenses by using a tax-advantaged FSA or Commuter Benefits from Voya Financial.

The amount saved in taxes will vary depending on the amount set aside in the account, annual earnings, whether or not Social Security taxes are paid, the number of exemptions and deductions claimed, tax bracket and state and local tax regulations. Check with a tax advisor for information on whether your participation will affect tax savings. None of the information provided should be considered tax or legal advice.



Estimate expenses *before* open enrollment

Flexible Spending Accounts and Commuter Benefits are employer-sponsored plans that enable you to deposit pre-tax dollars into special accounts that can be used to pay for eligible expenses all year long. These tax-advantaged accounts are available in four different types:



Health FSA. Use a Health FSA to pay for out-of-pocket healthcare expenses like co-pays, coinsurance, deductibles, prescriptions, glasses, dental expenses and more. You can choose this type of FSA if you have a traditional health plan and are ineligible for a Health Savings Account (HSA).



Dependent Care FSA. Use a Dependent Care FSA for expenses like daycare or summer camp for kids under age 13, as well as care for adults, and/or care for a child of any age with special needs.



Limited Purpose FSA. A Limited Purpose FSA is similar to a Health FSA, but designed to complement a Health Savings Account (HSA). You can choose it if you have a high deductible health plan with an HSA but still want to plan for additional out-of-pocket dental and vision expenses.



Commuter Benefits. Use Commuter Benefits (Parking Account and/or Transit Account) to pay for expenses you incur getting to and from work.

Carefully estimate your annual contribution

It pays to plan accurately, because in most cases, these are “use-it-or-lose-it” funds. Unless it’s Commuter Benefits, **you’ll need to spend the funds you set aside before the end of the year.** As you plan, it can be helpful to check whether the expenses you have in mind are reimbursable. For specific details, contact www.irs.gov or your Plan Administrator.

The list of eligible expenses are set by federal regulations and are subject to change. Contact your Plan Administrator for more information or visit www.irs.gov for details.



Set aside a tax-free portion of each paycheck

Once you've identified your annual contribution amount(s), you're ready to enroll. The total will be pro-rated and deducted from your paycheck in equal installments throughout the year. Each account (Health FSA, Limited Purpose FSA, Dependent Care FSA, Parking or Transit) is separate. You'll identify an annual or monthly contribution amount for each one when you enroll.

2023 Contribution Maximums

Health FSA	\$3,050/year
Limited Purpose FSA	\$3,050/year
Dependent Care FSA (married employee filing separately)	\$2,500/year
Dependent Care FSA (married or single parent)	\$5,000/year
Commuter Benefits - Parking Account	\$300/month
Commuter Benefits - Transit Account	\$300/month

These are tax-advantaged accounts, which may help you **keep more of what you earn**. With a flexible spending account, you can:



**CONTRIBUTE
TAX-FREE FUNDS**



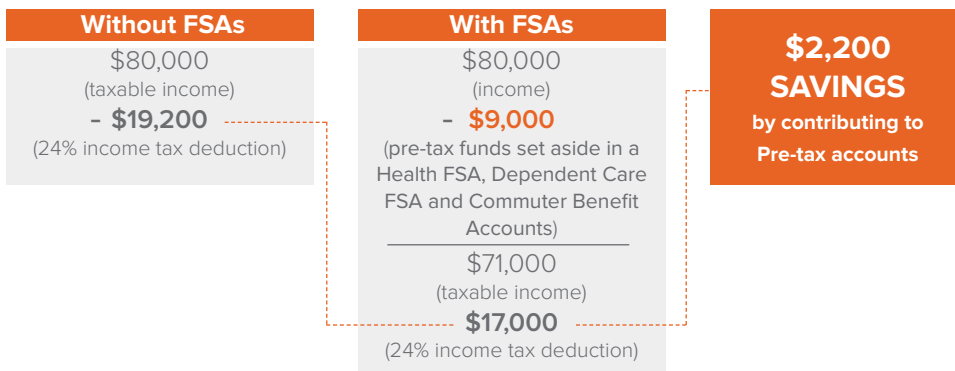
**SPEND FUNDS
TAX-FREE**

Here's an example of FSA and Commuter Benefits tax savings at work:

Sarah and her husband are parents to two kids under the age of 13.



- Taxable income is \$80,000
- Tax rate is 24%.
- \$2,000 in medical bills
- \$5,000 in dependent care costs
- \$2,000 in commuting expenses



They have the same expenses, but using Flexible Spending Accounts and Commuter Benefits keeps a considerable amount of their income in their pockets.

This is an example only. Actual results may vary.

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Pay, monitor and manage with easy-to-use tools

Managing multiple accounts for a variety of expense types could get complicated, but Voya Financial has made it easy. Take advantage of these account management tools:



Prepaid debit card

Spend tax-free dollars on eligible health, dependent care and/or commuter expenses using just one card. Smart card technology is coded into your card, so it can automatically pull funds from the proper account.



Convenient mobile app

Capture receipts, reimburse yourself for out-of-pocket expenses, view your account balance, complete transactions and more, all on the go with your mobile device.



Secure online portal

Complete the same tasks you can with the app—plus file claims, get email notifications and more through a secure consumer portal.

Do more with your dollars by taking advantage of the tax benefits—as well as the convenient account management tools—available with flexible spending accounts from Voya Financial.

Health Account Solutions, including Health Savings Accounts, Flexible Spending Accounts, Commuter Benefits, Health Reimbursement Arrangements, and COBRA Administration offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC). Custodial services provided by an approved HSA custodian as indicated in the applicable custodial agreement. For all other products, administration services provided in part by WEX Health, Inc.

This highlights some of the benefits of these accounts. If there is a discrepancy between this material and the plan documents, the plan documents will govern. Subject to any applicable agreements, Voya and WEX Health, Inc. reserve the right to amend or modify the services at any time.

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