



FURTHERSM

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FSA

The Medical Flexible Spending Account

Welcome to your flexible spending account (FSA) from Further. We're one of the largest, most experienced and trusted FSA administration partners in the nation. Everything you need is just a tap, click, call or swipe away. If you have questions about an FSA, our expert team is ready to help.

Introducing the FSA

A flexible spending account (FSA) is a personal expense account that works with your health plan. Each year you can set aside a portion of your salary pretax. You can use that money to pay for medical costs not paid for by your health plan.

Depending on your tax bracket, an FSA can help you save as much as 10 to 40 percent on most of these costs.¹

¹ See your tax advisor with questions.

How a medical FSA works



Decide how much you may pay for medical, dental and vision costs next year. (Plan wisely. Depending on the plan your employer sets up, any unused money may be forfeited at the end of the plan year or grace period.)



The amount you select is withheld pretax from your pay in equal portions throughout the year and put into your FSA.



Your total FSA contribution is available from day one, even if it has not all been deposited into your account.



Pay your out-of-pocket medical bills using a Further Visa® debit card or by submitting receipts for reimbursement.

Pay for health care expenses tax-free

All systems go!

Use your FSA for these:

- ☒ Medical expenses that your plan doesn't cover:
 - Out-of-pocket expenses until you reach your deductible
 - Copayments, coinsurance and prescription drugs
- ☒ Dental and vision care not covered by your health plan

Heads up!

You can't use your FSA for these:

- ☒ Health insurance monthly premiums
- ☒ Expenses that aren't related to medical treatment or care as defined by the IRS

It's important to save all your receipts and explanation of benefits (EOB) statements to validate expenses, as required by the IRS.



Select a medical FSA at enrollment

- ☒ Contribute only what you think you'll need within the next plan year.
- ☒ If your employer includes a Further Visa® debit card, Further will send it by mail.
- ☒ You'll receive a Further I.D. number by mail.

We're here for you

Talk with one of our specially trained FSA customer service representatives to answer any questions you may have.



1-800-859-2144

7 a.m. to 8 p.m. CST, Monday-Friday



hellofurther.com

Which medical expenses can be paid for with tax-deductible FSA funds?

The following is a partial list of eligible/potentially eligible/ineligible medical expenses. If you have any questions about an item's eligibility, please contact Further customer service at 1-800-859-2144. For over-the-counter expenses, see the Over-the-Counter Eligibility List.

Eligible medical expenses

Abdominal supports	Embryo, egg and sperm storage fees	Oxygen and oxygen equipment
Abortion	Eye exams	Patient responsibilities under the medical, dental or vision plan solely because of the plan's deductible, copay (coinsurance), reasonable and customary charge limit or benefit limit
Acupuncture	Eye surgery (laser or radial keratotomy)	Physical exams (routine, medical, well-child)
Alcoholism treatment	Eyeglasses – prescription sunglasses/safety glasses	Physical therapy
Ambulance	Eyeglasses – reading	Prenatal/postnatal exams
Arch supports	Fertility treatments (e.g., artificial insemination, egg donor fees, in vitro)	Prescription drugs (prescription drugs imported from other countries are not covered)
Artificial limbs	Flu shots	Preventive care screenings (e.g., mammogram, colonoscopy)
Asthma treatments/nebulizer	Fluoridation treatment at a dental office	Prosthesis
Bariatric surgery	Gambling addiction treatment	Psychiatric care
Blood pressure monitoring devices	Group therapy (for patient)	Shipping and handling fees for eligible expenses
Body scans (e.g., MRI, CAT Scan)	Hearing tests and aids	Sleep study
Brace (e.g., knee, back, wrist)	Home health care	Smoking cessation medications/programs
Breast pumps	Hormone replacement therapy (HRT)	Speech therapy
Childbirth/lamaze classes (related to birth)	Immunizations	Taxes paid for eligible expenses
Chiropractic treatments (e.g., adjustments)	Individual counseling (counseling must be performed to alleviate or prevent a physical or mental defect or illness)	Transportation expenses relative to health care (corresponding medical documentation requested)
Circumcision	Lab tests	Tubal ligation/tubal ligation reversal
Coinsurance amounts (health, dental or vision)	Mastectomy-related special bras	Vaccinations
Contact lenses (corrective)	Medical records charges	Varicose veins, treatment of
Convalescent home (for medical treatment only)	Mental health treatment facility	Vasectomy/vasectomy reversal
Copayments (health, dental or vision)	Nutritional consultation	Walkers/canes (purchase or rental)
C-PAP machine and supplies	Occlusal guards to prevent teeth grinding	Wheelchair (purchase or rental)
Crutches (purchase or rental)	Oral surgery	X-rays
Deductibles (health, dental or vision)	Organ transplant (including donor's expenses)	
Dental procedures, non-cosmetic (e.g., X-rays, fillings, extractions, crowns, implants)	Orthodontics	
Dentures	Orthopedic inserts	
Diabetic supplies (e.g., insulin, syringe, monitor, insulin pump)		
Drug addiction/substance abuse treatment		

Potentially eligible medical expenses (requires Letter of Medical Necessity from health care provider)

Air conditioner (capital expense)	Group therapy for family member	Mentally handicapped residential or group home
Air purifier (potential capital expense)	Guide dog/service animal (purchase, care for, training)	Nutritional Counseling
Athletic club membership	Herbal treatment	Orthopedic shoes
Automobile modifications (capital expense)	Holistic or natural healers consult	Personal trainer fees
Behavioral modification programs	Home improvements (e.g., exit ramps, widening doorways) (capital expense)	Prescription drugs that also have a cosmetic purpose (e.g., Retin-A, Rogaine, Botox, Propecia)
Breast reconstructive surgery	Household products/improvements to treat allergies	Special education costs for dependents with disabilities
Breast reduction surgery that is medically necessary	Lactation consultant	Stem cell, harvesting and/or storage of
Cosmetic surgery (for repair or reconstruction after accident or surgery or for correction of birth defect)	Lead-based paint removal	Telephone/television equipment for hearing-impaired persons
DNA collection and storage	Learning disability treatment	Umbilical cord, freezing and storing of
Dyslexia testing and instruction	Lodging (away from home for outpatient care – special rules may apply)	Weight loss program and medications (if prescribed by a physician for a specific medical condition – excludes food)
Elevator (capital expense)	Manual therapy	Wigs
Exercise equipment or programs	Massage therapy	
Fluoridation device	Medical conference admission and transportation (excludes meals and lodging)	
Food thickeners		
Genetic testing		

Ineligible medical expenses

Birthing tubs	Illegally obtained drugs	Prescription drug discount program fees
Bottled water	Insurance premiums	Prescription drugs and medicines imported from other countries
Braille books/magazines	Late fees (e.g., for late payment of bills for medical services)	Special foods/beverages
Cleaning service	Lodging while attending a medical conference	Sports training and activities
Cosmetic surgery and procedures	Marijuana or other controlled substances in violation of federal law	Surrogate expenses
Cosmetics, hygiene products and similar items	Marriage counseling	Swimming lessons
Dancing lessons	Maternity clothes	Swimming pool and maintenance
Diapers or diaper service	Meals	Tanning salons and equipment
Diet foods	Medical newsletter	Teeth whitening
Ear or body piercing	Missed appointment fees	Transportation costs of disabled individual commuting to and from work
Electrolysis or hair removal	Mouthwash	Travel for general health improvement
Feminine hygiene products (e.g., tampons)	New parent/newborn child care classes	Veneers
Funeral, cremation or burial expenses	Non-prescription eyeglasses, sunglasses, safety glasses or contacts	
Hair colorants	Prepayments	
Hair transplants		
Household help		
Illegal operations and treatments		

Eligible medical expense

Medical expenses that can be reimbursed through your FSA include services and supplies incurred by you or your eligible dependents for the diagnosis, treatment or prevention of disease or for the amounts you pay for transportation to get medical care. In general, deductions allowed for medical expenses on your federal income tax according to Internal Revenue Code Section 213 (d) may be reimbursed through your FSA. You cannot deduct medical expenses on your federal income tax that have been reimbursed through your FSA. It is possible that changes in the IRS rules can affect the eligible, potentially eligible, and/or ineligible expense categories.

Potentially eligible medical expenses

In order to determine eligibility for potentially eligible items, Further requires a Letter of Medical Necessity from your health care provider. You can obtain a Letter of Medical Necessity to have your health care provider complete at hellofurther.com.

Capital expense

A capital expense is an improvement and/or special equipment added to a home or other capital expenditure that may be eligible if the primary purpose is medical care. You must have an appraisal of your home within one year prior to the installation and an appraisal after the installation to determine the value added to the home. The amount eligible is the difference between the cost of the expense and the increase in the additional value of your home. If the improvement/special equipment is used by individuals other than the person needing it for medical care, the eligible amount should be divided by the number of people using the item. Example: A ramp is purchased for \$3,000 and prior to installation your house is appraised at \$100,000. After installation of the ramp your house is appraised for \$101,000. The amount that is eligible under your HSA is \$2,000. A Letter of Medical Necessity is required from your health care provider to be kept with your personal tax records.

For assistance in calculating capital expense, the Capital Expense Worksheet and Letter of Medical Necessity are available at hellofurther.com. If you have questions about a capital expense, please contact customer service for a more detailed explanation.