

# An enhanced solution to help employees pay vision and dental bills

For some employees with a Health Savings Account, vision and dental expenses can quickly eat into available funds. MetLife's Limited Purpose Health Flexible Spending Account (FSA) offers an additional source of funding—plus tax advantages, robust features and an integrated customer experience.



Employees save up to **30%** on average on eligible expenses with a pre-tax Limited Purpose FSA.<sup>1</sup>

Covered expenses include dental and eye exams, contact lenses, orthodontia and more.

## Our new Limited Purpose FSA solution makes life easier for your employees and you

Designed to complement Health Savings Accounts (HSAs), Limited Purpose FSAs let employees use tax-free funds to pay for vision, dental and preventative care expenses. Using a Limited Purpose FSA can preserve HSA funds for other expenses, and may increase the amount of unused HSA funds that can be retained and invested.

## Designed with your business in mind

- Flexible plan designs across MetLife's entire range of 25+ benefits, to help employers select and configure benefits to meet 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 reduce work for your HR department
- A near 100% paperless claims experience for HSA and Limited Purpose FSA bundles when combined with MetLife Vision and Dental

## Positive user experience for employees

- Simple, intuitive account setup and enrollment process
- Easy payments using a smart, multipurpose debit card that knows which of an employee's accounts to tap into
- 24/7/365 account access through a consumer portal or mobile app
- Email alerts and online messages to keep employees updated
- One-click answers to benefits questions

## Tax advantages for everyone

- Money deducted from an employee's pay into a Limited Purpose FSA is not subject to payroll taxes,<sup>2</sup> resulting in payroll tax savings that can add up for your business
- Employees fund their accounts with pre-tax contributions—up to the maximum amount set by IRS regulations; employers may contribute additional funds<sup>3</sup>
- 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
- A Limited Purpose FSA can be combined with any other voluntary benefit other than a Health FSA. Employees must be enrolled in a High Deductible Health Plan and have opened a Health Savings Account to be eligible

**Contact your MetLife representative today.**

## What Limited Purpose FSA funds can be used for:

Dental and eye exams

Prescription glasses

Contact lenses

LASIK surgery

Dental x-rays

Fillings and cleanings

Orthodontia

Plus more

[metlife.com](https://www.metlife.com)

<sup>1</sup> 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.

<sup>2</sup> Some states do not recognize flexible spending account contributions as a deduction. Consult a tax advisor.

<sup>3</sup> Contribution limits are subject to change and should be checked on an annual basis on the IRS website.

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.

