

Workforce Benefit Solutions



Flexible Spending Accounts (FSAs) are one of a number of tax-advantaged financial accounts that can be set up through a cafeteria plan of an employer in the U.S. An FSA allows an employee to set aside a portion of his or her earnings to pay for qualified expenses as established in the cafeteria plan, most commonly for medical expenses, but often for dependent care and other expenses. Money deducted from an employee's pay into an FSA is not subject to payroll taxes, resulting in substantial payroll tax savings.



We can help you reduce insurance costs and add depth to your employee benefits with our FSA account solution

Workforce Benefit Solutions (WBS) helps you fight rapidly rising health insurance costs and add depth to your employee benefits packages with a worry free FSA account solution.

As healthcare and insurance costs skyrocket, so does your need to offer cost-saving, consumer driven healthcare account solutions that help you and your employees contain costs and increase focus on wellness. Everyone benefits from flexible spending accounts (FSAs). Employees like the additional pocket money and employers like the lower FICA contributions they receive as a tax benefit by reducing payroll taxes.

If you are looking to expand your consumer driven healthcare plan options, we have your solution.

FSAs offer great benefits!

- Your employees enjoy federal tax deductions on contributions, and withdrawals for qualified expenses are tax-free
- You can easily stack FSA accounts with HRA and HSA plans, customize them to meet your unique needs, and manage them using one, integrated portal

At WBS, delivering easy to use solutions backed by the highest levels of service is our top priority. We offer a Software-as-a-Service solution designed to provide you with the functionality, reliability and integration you need to offer worry free consumer driven healthcare accounts to your employees. And, you can be assured we'll support you with the highest levels of IT expertise and regular additions of new, productivity enhancing features.

Our FSA solution offers easy-to-use, online forms, reports, and secure, self-service portals that deliver high consumer and employer satisfaction. The consumer and employer portals can be customized to include your company's logo to provide a personalized experience to your CDH program for employees



WE OFFER:

Your one-stop solution for worry free consumer driven healthcare accounts

By offering our industry leading solution to your employees, you can fight rising health insurance costs, offer greater depth and flexibility in your benefits packages, and promote healthy lifestyles.

Our FSA solution can help you:

- Save money with lower insurance premiums for employees with high deductible health plans
- Free up Human Resources staff with a centralized portal that provides role-based access to help you answer employee questions, access reports and increase efficiency with self-service capabilities
- Save administrative time with an FSA solution that accepts plan changes from payroll systems
- Offer flexible benefit options with the ability to stack FSA plans with HRAs and HSAs, offer an employer contribution amount and dependent care options, customize eligible expenses, and alter plan rules for enrollees with a loss of eligibility—all managed through a single employer portal
- Increase employee satisfaction by offering FSA accounts that provide them with significant tax saving, hassle-free payment and claims processes and customizable grace periods or overs.



Our FSA solution can help your employees:

- Enjoy significant tax savings with pre-tax deductible contributions and tax free reimbursements used for qualified expenses
- Quickly and easily access funds using the Card at point of sale, or request to have funds directly deposited to a pre-designated bank account
- Enjoy the benefits of our Card such as multi-purse access to all accounts from one benefits card and, industry leading auto-substantiation rates using IAS approved substantiation methods
- Enjoy secure access to accounts using a convenient consumer portal available 24/7/365
- Easily file claims online or via the mobile app with an intuitive process with our system which automatically accounts for eligibility, plan rules and availability of funds
- Stay up-to-date on balances and action required with automated email alerts and convenient portal home page messages
- Get answers quickly with one-click answers to their benefits questions
- Manage your FSA “on the go” with an easy-to-use mobile app
- Plan and budget for expenses using our Dashboard with interactive graph displays that provide personalized insights to healthcare spending trends.
- Link their insurance plans to the FSA account automatically bring healthcare claim and EOB data into the Dashboard for payment.

When you need to work with the best to deliver trusted and reliable consumer driven healthcare plans to your employees, turn to WBS.

Our solution will help you:

- Fight the rising cost of health insurance by offering FSAs along with high- deductible insurance plans
- Promote healthy lifestyles and increased focus on wellness
- Deliver value-add information to your employees with automatically delivered monthly reports
- Free up Human Resources time with easy to use plans and 24/7/365 self- service portals
- Be on the leading edge by offering solutions that meet your employees' changing needs