



Flexible Spending Account (FSA)



For employees and their employers, taking advantage of tax-free benefits can mean savings of thousands, even tens of thousands, each year. With Benefit Resource: an Inspira Financial Solution (BRI), high employee participation rates and efficient administration translates into corporate savings that match — or exceed — the cost of plan administration.

Why Choose BRI for your Flexible Spending Account (FSA)?

Plan design matters

BRI understands that how you introduce and position a benefit is just as important as the benefit offering itself. We will work with you to understand how an FSA from BRI fits into your overall benefits strategy and maximize the overall impact. The Rolling Medical FSA and Limited Medical FSA are great options to ensure compatibility with other benefit options.

Coordinating account options

An FSA can easily be offered along with a Health Reimbursement Account or Health Savings Account. We help you to understand how the benefits can work together and how to educate employees on the plan options. You enjoy the benefits of consolidated reporting, coordinated plan documents, and a single contact.

Service-oriented staff

Clients are assigned a dedicated specialist who serves as their point-of-contact for direct answers and expertise. Your specialist is backed by the rest of the BRI Team, so you can rest easy knowing you will be well taken care of.

Our participants consistently rate BRI at 95% for higher for customer satisfaction, speedy reimbursement, and professional, courteous service. And 97% of our clients say they would recommend BRI to another employer.

The basics

- A Flexible Spending Account (FSA) was created under Section 125 of the Internal Revenue Code to allow employees to contribute tax-free dollars to accounts to pay for health care and dependent care expenses.
- Employees save an estimated 30–40% on out-of-pocket costs while employers save 7.65% —FICA — on contributions of employees.
- Employers can set plan parameters within the IRS regulations regarding eligibility and use of funds.
- Medical FSA and Dependent Care FSA elections are made separately. The entire Medical FSA election is available on the first day of the plan year. Dependent Care FSA elections are available based on payroll deductions made to the account.

Outstanding resources

We continually hear that education remains the biggest challenge to introducing and increasing participation. Our educational resources encourage employees to understand and evaluate account options that meet their needs. Choose from videos, presentations, printed materials, and more. For an added enrollment boost, ask about availability for in-person and web-based enrollment support.



Seamless implementation

Your assigned specialist will be your guide to implementing your plan and administration options. If you have an existing FSA program, we will work with you to ensure clear communication and minimum interruption to service. Whether you have basic or custom implementation needs, we keep you informed at every step of the way.

Experience and technology makes a difference

BRI pioneered the card technology used to properly identify and adjudicate eligible health care expenses, and has been providing cards since 1999. Through our years of experience and millions of transactions processed, we have refined the technology to provide up to 99% auto-approval rates. Our cards can also be connected to digital wallets such as Google Pay®, Apple Pay®, and Samsung Pay® to enable contactless payments.

Accessing account funds

After initial enrollment, participants will receive the Beniversal® Prepaid Mastercard® for use at qualified merchants accepting Debit Mastercard. The Beniversal card can be used to pay for eligible medical expenses at point-of-sale, online, or through prescription mail order programs. Sophisticated auto-approval logic is used to minimize the need for paperwork and receipts. There is a carded option for dependent care as well.

Participants can submit a claim in instances when the Beniversal card was not used. Claims can be submitted through BRIWEB, BRIMOBILE, or by mailing a claim form.

Quick, knowledgeable support

BRI's Participant Services team is 100% dedicated to tax-free benefits accounts, which ensures your participants are receiving in-depth knowledge and expertise regarding the accounts, IRS regulations, benefit features, and more. They are available to assist with questions by phone, email, and live chat. Both English- and Spanish-speaking representatives are available.

Convenient tools for managing accounts

- **BRIWEB:** Our secure online portal provides employer and participant logins for managing accounts, viewing balances and reports, and accessing valuable resources. Contact us to schedule a personalized demo of BRIWEB.
- **BRIMOBILE:** On-the-go account access makes it easy for employees to view balances, review transactions, and submit claims. BRIMOBILE is available from the Apple App Store or Google Play.
- **BRIALERTS:** Participants can opt-in to receive real-time alerts via email or text for balance and transaction activity.

Note: Standard text messaging rates from the wireless service provider may apply.

⇒ Get started

BRI is an Inspira Financial Solution, a trusted provider of health, wealth, retirement, and benefits solutions that strengthen and simplify the health and wealth journey. For more information, contact your local Sales Executive or visit benefitresource.com