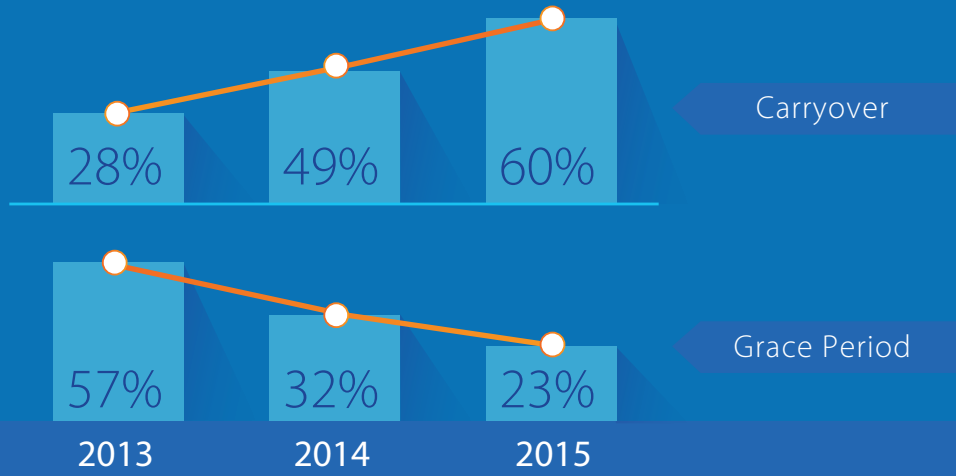


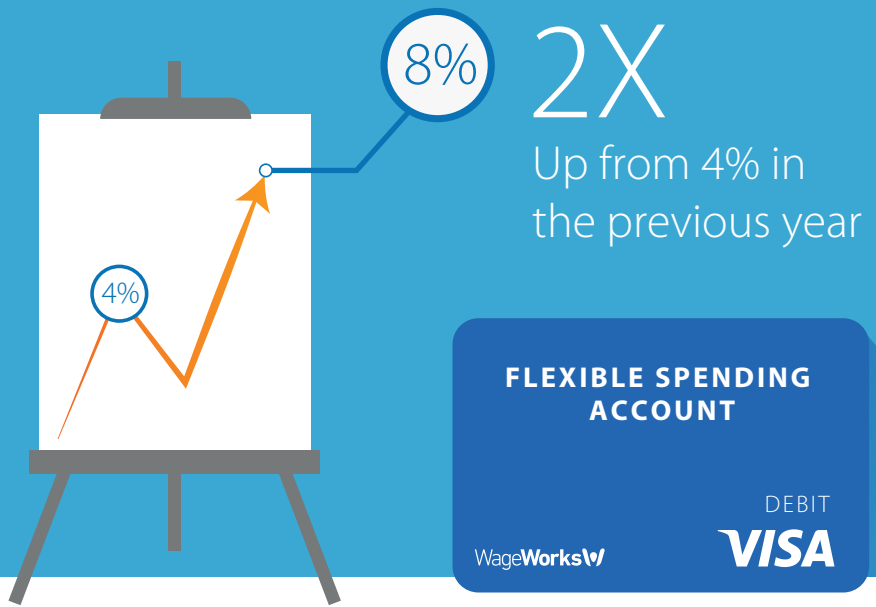
Employers Agree Healthcare Flexible Spending Account Carryover Option Drives Employee Participation



60% of employers surveyed said they opted to offer a carryover option this year versus a grace period



Employers who opted for carryover estimated that FSA enrollments increased by 8%



Top two reasons employers believe that FSAs with carryover provide greater benefit to the employee when compared with FSAs with a grace period

- #1 Reduced risk of losing money at end of year
- #2 Ease of use/ understanding

Offering the carryover option addresses the #1 deterrent to employee FSA enrollment, fear of losing unused funds

FSA participation will likely increase as employers adopt the carryover option and educate employees about the benefits, including:

- Tax savings
- Budgeting tool
- Employer contribution
- Funds available Jan 1
- Card is convenient
- Less risk of losing \$

