



Enrich your employer-sponsored benefits package

Controlling costs and keeping your employees happy, healthy, and engaged is critical to your success. As healthcare costs continue to rise, your employees are becoming increasingly responsible for out-of-pocket expenses, regardless of their health plan type.

Want to help your employees better manage their health and wealth? By adding a OneSource Virtual Consumer-Directed Health Benefit Account, you can reach this goal while saving your company money.



Improve ROI for Workday HR & Benefit Investments

One contract. No third-party carrier integrations. We maintain the Workday data flow.



Consolidate Benefit Administration

One partner for payroll, benefits, and consumer driven healthcare accounts (for you and your employees).



Gain Competitive Advantage

Attract and retain top talent by offering a robust health and wealth benefit.



Contribute back to your bottom line

Enjoy an average FICA saving of 7.65%.

Account Administration

- **HSA:** HSAs allow your employees to set aside pre-tax dollars for eligible healthcare expenses, while reducing your FICA and federal unemployment tax liability. Unused funds carry over year to year and your employees can invest what they don't spend, enabling them to build a nest egg for the future.
- **Limited Purpose FSA:** The limited-purpose FSA is designed to complement the HSA and may be established to pay for eligible vision and dental expenses.
- **Healthcare FSA:** With a healthcare FSA, your employees can pay for eligible healthcare expenses on a pre-tax basis, which reduces the amount paid for federal income tax, FICA tax and, as applicable, their state income taxes. Healthcare FSAs cover an extensive list of eligible, reimbursable expenses, as defined by IRS Code Section 213(d).
- **Dependent Care FSA:** Dependent care FSAs (DCAs) give your employees the ability to pay for work-related dependent care expenses with pretax dollars, which allows them to save on federal income tax, FICA tax and, as applicable, their state income taxes. DCAs may even provide your employees more tax advantages than the federal income tax credit.
- **Commuter Account:** With a Commuter Account, your employees can set aside pre-tax dollars for mass transit and parking expenses associated with their daily commute to work. On average, participants enjoy a 30% tax savings on their annual contribution. This means that you can help them save up to \$1,000 per year.*

*Alegeus consumer survey, October 2022



What makes our solution different?

We've removed the obstacles associated with multiple contracts, systems of employee record, and costly integrations by working directly with your Workday employee data.



Here's what that means for you:

Multi-purse myFlexSpend Debit Card

A single debit card is leveraged for all Health Benefit Account spending

- Provides easy, immediate, thought-free access to funds
- Eliminates confusion by automatically paying for eligible expenses from the right account based on the plan rules in place

Next generation myFlexSpend Member Portal and Mobile App

Powerful employee self-service capabilities and convenient anytime, anywhere access to:

- view real-time balances and transactions
- submit claims
- access plan details
- view important account alerts
- access education and decision support tools
- and much more!

Simplified employer access

Quick and easy access to employee status, debit card status, enrollee lists, contributions, payroll reconciliation, and much more.

Employee engagement tools

Keep employees engaged and informed about their account with:

- A real-time administration platform that automatically sends event-triggered alerts and notifications via text and email
- Resources and decision support materials to educate your employees and help them get the most value out of their account

Investment capabilities

Convenient self-directed mutual fund HSA investment options

- Easy online transfers between investment account and HSA cash account
- Online access to account history, fund performance, statements, portfolio re-allocation, planning tools, and more through the OneSource Virtual myFlexSpend Member Portal

Amplify your outcome by adding myFlexSpend to your benefits and payroll administration services. Contact us to learn more www.onesourcevirtual.com/contact

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