

BENEFITS DEBIT CARDS

An account-linked debit card provides participants with instant access to their funds.

Advantages of a Benefits Debit Card

- Gives you secure, instant access to funds
- Decreases claims filing and having to wait for reimbursement
- May be used everywhere major credit cards are accepted (pharmacies, doctors offices, etc.)
- Helps reduce fraud with purchase restrictions for only approved items, services, and locations

Purchase Substantiation

- The IRS requires that debit card purchases be "substantiated," or verified to be an eligible expense
- Many card purchases can be substantiated automatically, depending on your benefits plan. Others will require that you submit an itemized receipt
- Itemized receipts must provide the vendor's name and address, the item or service purchased, the date of purchase, and the amount paid

Accounts

A debit card may be linked to the following accounts

- Flexible Spending Account (FSA)
- Limited Purpose Flexible Spending Account (LPFSA)
- Dependent Care Assistance Plan (DCAP)
- Health Reimbursement Arrangement (HRA)
- Qualified Small Employer Health Reimbursement Arrangement (QSEHRA)
- Health Savings Account (HSA)
- Transit/Parking Benefit Account

Depending on your plan, multiple benefit accounts may be accessed using the same debit card (for example, FSA and DCAP).



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