

FINANCIAL SERVICES

SALARY FINANCE



HOW IT WORKS

Step 1: check eligibility and apply online in minutes

If you're eligible for an employee loan, you can complete our online application in a matter of minutes .

Step 2: receive your Salary Finance employee loan

If your application is approved, money is usually in your bank account within 48 hours.

Step 3: repay directly from your paycheck

Repayments are taken directly from your paycheck so you'll never have to worry about missing a payment .

WHAT YOU COULD USE A LOAN FOR

Debt Consolidation

Medical Procedures

Unexpected Expenses

Home Improvements

Large Purchases

A Wedding

QUESTIONS & SUPPORT

Schedule an appointment with a financial coach:

<https://tcg.li/jtapia>

For questions about employee loans:

salaryfinance.com/us/faq/
help@salaryfinance.com
800-317-6850



GLOSSARY

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Coinsurance

The money that an individual is required to pay for services, after a deductible has been paid. It is often a specified percentage of the charges. For example, the employee pays 20% of the contracted rate while the health plan pays 80%.

Copayments

An arrangement where an individual pays a specified amount for various Healthcare services and the health plan pays the remainder. The individual must usually pay his or her share when services are rendered. The concept is similar to coinsurance, except that copayments are usually a set dollar amount (such as \$20 per office visit), rather than a percentage of the charges.

Deductible

The annual amount of medical expenses that an individual is responsible to pay for certain services. Deductibles are reset on an annual basis.

Out-of-Pocket Maximum

The maximum amount a member can pay each year for the deductible and coinsurance, and medical copays. After reaching the out-of-pocket maximum, the plan pays 100% of the allowable charges for covered services during the remainder of the calendar year.

Elimination Period

The period of time you must be disabled, due to a covered disability, before this plan's benefits are payable.

Flexible Spending Account

This is an account in an employee's name that can reimburse the employee for qualified Healthcare or dependent care expenses. It essentially allows an employee to pre-fund those qualified expenses with pre-tax dollars deducted from the employee's paychecks. The employee can receive cash reimbursement for covered expenses, up to the total value of the account, but majority of funds are only usable during the benefit plan year.

Health Savings Account

A type of savings account that lets you set aside money on a pre-tax basis to pay for qualified medical expenses. By using untaxed dollars in an HSA to pay for deductibles, copayments, coinsurance, and some other expenses, you may be able to lower your out-of-pocket health care costs. HSA funds generally may not be used to pay premiums.

While you can use the funds in an HSA at any time to pay for qualified medical expenses, you may contribute to an HSA only if you have an HSA-eligible plan.

In-Network

Refers to physicians, hospitals, or other Healthcare providers who contract with the insurance plan to provide services to its members. Except in the case of an emergency, your medical plans provide for In-Network coverage only, no out-of-network coverage, including labs and x-ray facilities

Out-of-Network

Refers to physicians, hospitals, or other Healthcare providers who do not contract with the insurance plan to provide services to its members. Services provided by out-of-network providers through the medical plan may not be covered.

1095-C Form

As a reporting requirement of the Affordable Care Act, Fort Bend ISD provides this form to any member who was offered and/or enrolled in medical coverage through FBISD during the previous year. Keep the form for your records. As allowed by the IRS rules, the distribution of this form may occur after the filing of your personal federal income tax return. Since the information may impact tax filings for you, your spouse and your dependents, you should retain a copy of the Form. For information about how your medical coverage may impact your personal taxes, we recommend that you speak with your personal tax advisor.

Late Entrant

Employees who did not elect during their new hire period in which he or she is eligible to enroll.