



Flexible Spending Account (FSA)

A Flexible Spending Account allows employees to set-aside money from each paycheck, before payroll taxes are calculated, to help pay for eligible medical expenses for themselves and their dependents.



FSA Contribution Limits

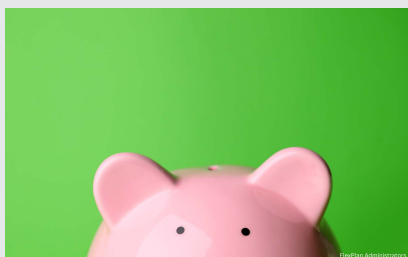
Per year, participants may elect to set aside a maximum of **\$3400**

Tax Savings

The average FSA participant saves between 30-40% on the amount set aside pre-tax. (including Federal, State, and Local income taxes and Social Security/Medicare deductions)

Flexibility for end of plan year!

- **\$680 Carryover**— Any unused funds, up to a maximum of \$680 can be carried over from one plan year to the next



Uniform Coverage Rule

FSA participants can access the full amount of their annual contribution from the first day of the plan year. For example, if you elect \$1,300, and soon after the plan year begins you incur a \$1,300 medical bill, you can use all of your elected FSA funds to cover the expense, even though you haven't paid in all of the contributions yet. Throughout the rest of the plan year, deductions will still be taken at the same rate from each paycheck. However, your available FSA balance will be zero once all the funds are spent.

Eligible Expenses

Visit www.flexplanadmin.com for an interactive list resource. Expenses include, medical, dental, vision, prescription, over-the-counter medications and other related expenses.

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DEPENDENT CARE ASSISTANCE PROGRAM (DCAP)

A DCAP plan is an employer-sponsored benefit that helps employees pay for the care of a qualified dependent. Each pay period, the employee makes a pre-tax contribution to the DCAP account. After paying for care and filing a claim, the employee receives reimbursement from the DCAP.

QUALIFIED DEPENDENTS:

- ★ A dependent who is 12 years old or younger (& lives with the employee)
- ★ A spouse or other IRS-recognized dependent who is physically or mentally unable to provide self-care

USE YOUR DCAP TO PAY FOR THE FOLLOWING:

(not all eligible items are listed)

- ★ Daycare
- ★ Pre-school
- ★ Pre-kindergarten
- ★ Before and After school care (Extended day)
- ★ Summer day camps (overnight camp does not qualify)
- ★ Adult/Elderly care programs
- ★ Babysitting during work and/or college hours
- ★ Sick child care
- ★ Deposits for child care

ANNUAL CONTRIBUTION LIMITS:

\$7,500 FOR EMPLOYEES
FILING SINGLE/HEAD OF
HOUSEHOLD OR MARRIED JOINT

\$3,750 FOR EMPLOYEES
FILING MARRIED SEPARATE.

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