

Your Flexible Spending Arrangement

Enrollment Guide

Save up to 40% on your eligible expenses!

*USE PRE-TAX DOLLARS TO PAY FOR DAY CARE
AND OUT-OF-POCKET MEDICAL EXPENSES*



Figuring out your benefits can be confusing....
We'll help you put the puzzle together!

VISIT US ON THE WEB

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OVERVIEW



A Flexible Spending Arrangement (FSA) enables you to set aside money on a pre-tax basis to pay for your out-of-pocket health and day care costs. There are three components to your plan:

Premium Conversion allows you to take pretax deductions for your company-sponsored benefits from your paycheck to be paid to the insurance carrier.

Health Care FSA reimburses out-of-pocket health care expenses for you and your dependents.

Day Care FSA reimburses day care expenses for your dependent child or elder care expenses.

TAXES 101

Before we go into the details of how an FSA works, here's a quick introduction to how taxes work.

The federal government takes about 30% of each dollar that you earn in FICA and federal income tax, and you take home the remaining 70% to use for your living expenses.

With an FSA, you can set aside money from your paycheck, before the federal government takes their 30%, to pay for medical and day care expenses.

Let's look at an example of how you save:

Employees A and B both earn \$35,000 per year after exemptions and standard deductions. They both also pay \$2,400 per year for medical expenses.

<i>Employee A</i>	
35,000	Gross Pay
<u>-7,092.5</u>	Taxes
27,908	
<u>-2,400</u>	Medical Costs
25,508	Net Pay
\$2,125.66 Monthly Pay	
<i>Without FSA</i>	

<i>Employee B</i>	
35,000	Gross Pay
<u>-2,400</u>	Medical Costs
32,600	
<u>-6,548.9</u>	Taxes
26,051.10	Net Pay
\$2,170.93 Monthly Pay	
<i>With FSA</i>	

Curious about how much you could save? Please consult our web site at www.flex-plan.com to use our tax savings calculator. The password is purple81.

Employee B saves \$45.27 per month using an FSA — that's over \$543.24 per year in savings!

TAX RATES

The federal income tax rates change on a yearly basis. In addition to federal income tax, you may also have a state income tax. FSA deductions are exempt from FICA, and federal income tax. Although each state differs, deductions are typically exempt from most state and local taxes as well.

HOW DOES IT WORK?

- During your employer's open enrollment period estimate your expenses for the plan year and enroll in an FSA for that amount.
- Your election will be deducted from your paycheck throughout the plan year pre-tax, so you don't pay FICA (7.65%), federal income tax (10-35%) (And possibly state & local taxes) on your elected dollars. This may reduce your Social Security benefits due to decreased contributions. If you have questions regarding how this will affect your Social Security benefits, please contact the Social Security Administration.
- You cannot change your election after the plan year starts unless you experience a Qualifying Event. Common qualifying events include birth, death, adoption, marriage or divorce. Your election change must be consistent with the qualifying event.
- Health care reform expanded the definition of "dependent" for purposes of the Health FSA. Participants can now receive reimbursement for expenses incurred by adult children from their Health Care Flexible Spending Arrangement. The expanded definition includes a child up to the age of 26. A "child" includes children, stepchildren, adopted children and eligible foster children. This means that expenses can be reimbursed from your FSA as long as your child does not turn 27 within the relevant taxable year—whether the child lives with you, is married, or has access to their own benefits through their employer does not affect your ability to be reimbursed your child's expenses through your FSA.
- Expenses for your domestic partner are not eligible unless your domestic partner qualifies as your tax dependent.
- You must claim all elected funds by the end of the run-out period. Money left in the plan after the end of the run-out period cannot be refunded to you; this is referred to as the Use-it or Lose-it rule.

HOW DO I GET REIMBURSED?

- Complete and sign a claim form. Include documentation for your expenses.
 - The documentation must show the **date of service(s), cost, and the type(s) of expense** you are claiming. Bills from your providers or statements from your insurance company are perfect forms of documentation. ***Do not submit copies of cancelled checks, credit or debit card receipts.***
 - Expenses must be incurred during the plan year and while you are an active participant in the plan.
 - Any expense incurred prior to your effective date in the plan cannot be reimbursed.
 - An Expense is incurred when the medical care is provided or the eligible item is purchased – not when you are formally billed, charged, or pay for the medical care.
- Submit the claim and documentation to Flex-Plan Services via email, fax, or mail.

Your claim will be processed within a few days and a reimbursement will be issued according to your employer's reimbursement schedule. Specific information regarding your reimbursement schedule and method will be sent with the enrollment confirmation after your election has been processed.

FLEX-PLAN.COM

Benefit statements are no longer mailed. We have updated our website offering access to your benefit as well as providing other useful tools and information:

- Research eligible expenses
- Obtain forms
- View general information about FSAs
- Use the Tax Savings Calculator

Once you are enrolled in the plan, you can register and view your personal plan info.

HEALTH CARE FSA

The Health Care FSA (HCFSA) is a **pre-funded** benefit. This means you have access to your full annual election amount at any time during the plan year—regardless of how much you have contributed. Think of the HCFSA as a tax-free, interest-free loan to help you pay for those larger medical expenses, and as a savings tool for all your regular medical expenses throughout the plan year.

TIPS

Estimating future expenses is an important step as you prepare to enroll in an FSA. The more accurate you are in estimating your expenses the better the plan will work for you. Here are some tips:

- Look in your medicine cabinet.
- Request a patient ledger from your pharmacy of your prior year’s prescriptions.
- Request an annual statement from your insurance company.

After you locate these documents, take into account that the HCFSA will reimburse expenses for your spouse and dependent(s), even if not covered by your employer’s insurance plan.

Health Care Expense Estimation Worksheet (see the reverse for a detailed list of eligible items)	
Chiropractic Visits	\$
Dental Care (routine checkups, fillings, etc.); Orthodontics*	\$
Eye Care: Exams, prescription glasses, contacts, solutions*	\$
Laser Eye Surgery and procedures*	\$
Insurance Copays and Deductibles	\$
Over-the-Counter Items	\$
Prescription drugs	\$
Routine Exams	\$
Additional Eligible Expenses	\$
Annual Total	\$

*Limited HCFSA typically only reimburses vision, dental and orthodontia expenses. Please see your Summary Plan Description for details.



WHAT HAPPENS IF I TERMINATE EMPLOYMENT?

If you cease employment during the plan year, you have some options. Consult your employer upon termination for more information, as each plan is different.

- **STOP** – Your final paycheck will have the normal deduction and your participation will cease. You may be reimbursed only for services incurred on or before the termination date.
- **ACCELERATE** – You can authorize your employer to take future deductions from your final paycheck. This final deduction will be pre-tax and you can participate in the plan to the extent contributions are made.
- **COBRA** – Under certain circumstances, you may be eligible to continue participation on an after-tax basis through COBRA.

ORTHODONTIA

Unlike other HCFSA expenses which are deemed incurred when the services are rendered, orthodontia expenses are deemed incurred when paid. Therefore, only payments made during your eligibility period and plan year may be reimbursed. Proof of payment to an orthodontic provider is required for reimbursement. Payments made toward orthodontia in a previous plan year or before your eligibility period are not reimbursable.

STOCKPILING

IRS regulations prohibit you from purchasing an unusually large quantity of any item in any one transaction. It would be reasonable if you purchased two or three of the same item, but anything over three items would be considered stockpiling and will not be reimbursed.

WHAT'S ELIGIBLE?

A Health Care FSA covers a wide variety of expenses. We've assembled a list of common expenses that are eligible for reimbursement. Not all eligible items are on this list. For a more exhaustive list, visit our website at www.flex-plan.com.

ELIGIBLE HEALTH CARE EXPENSES

Acupuncture	Deductibles	Incontinence supplies	Pregnancy test
Bandages	Dental services	Individual counseling	Prenatal vitamins
Birth classes or Lamaze	Diabetic supplies	Lab work	Prescription drugs
Blood pressure monitor	Drug addiction treatment	Lactation Consultant	Prescription glasses
Braces (knee, ankle, wrist)	Ear wax removal kits	Laser eye surgery	Reading glasses
Breast pump	Eye drops	Medical testing devices	Saline nasal spray
Chiropractic services	Eye exams	Medical records	Sleep deprivation treatment
Coinsurance	Fertility monitor	Nasal strips	Smoking cessation programs
Cold / hot pack	Fertility treatment	Naturopathic visits	Speech therapy
Compression stockings	First aid supplies	Optometrist services	Sterilization procedures
Contacts & solutions	Flu shots	Orthodontia	Thermometer
Contraceptives	Hearing aids & supplies	Orthotics	Vaccinations
Copays	Hormone therapy	Oxygen and equipment	Vision therapy
CPAP machine	Hospital fees	Physical exams	Walker
Crutches	Immunizations	Physical therapy	Wheelchair & repair
			X-rays

OVER-THE-COUNTER DRUGS/MEDICINES ELIGIBLE WITH PRESCRIPTION

Allergy & Sinus medication	Antiseptic	Feminine Anti-Fungal/Anti-Itch	Pain relievers
Antacids	Asthma treatment	Hemorrhoid medication	Parasitic treatment
Anti-diarrheal	Burn cream	Insect bite treatment	Respiratory Treatments
Antibiotic ointment	Cold sore treatment	Lactose intolerance pills	Sleep Aids & Sedatives
Antifungal foot cream	Cold/cough medication	Laxative	Smoking cessation products
Anti-gas medication	Diaper rash ointment	Lice treatment products	Stool softener
Anti-itch cream/gel	Digestive Aids	Motion sickness relief	Throat lozenges
			Wart treatment

ADDITIONAL DOCUMENTATION REQUIRED

Certain medical expenses are not reimbursable under a Health Care FSA unless a licensed health care practitioner states that the service or product is medically necessary. Flex-Plan will need a Letter of Medical Necessity (LMN) for these items to be reimbursed. The LMN is available on our website. Please note that certain expenses may require additional documentation to be reimbursed.

Acne treatment	Cosmetic procedures	Hypoallergenic linens	Personal trainer
Air conditioner	Dancing & swimming lessons	Learning disability fees	Retin-A
Air purifier	Ear plugs	Lumbar support	Special foods
Anesthesia	Exercise equipment	Massage therapy	Special schools
Automobile modifications	Fluoridation device	Mole removal	Sunscreen (under SPF 45)
Braille books	Genetic testing	Motorized scooter	Varicose vein treatment
Breast augmentation	Home medical equipment	Naturopathic medicines	Vitamins and supplements
Breast reduction	Humidifiers	Nutritionist expenses	Weight loss programs
			Wig

INELIGIBLE HEALTH CARE EXPENSES

The following expenses are **not** eligible under a Health Care FSA. Under no circumstances will the following items be reimbursed. Please do not submit claims for these items.

Airborne	Finance charges	Imported OTC items	Mattress
Books	Funeral expenses	Imported prescriptions	Missed appointment fee
Boutique practice fees	Gender reassignment	Insurance premiums	Hair growth products
COBRA premiums	Hair transplant	Late fees	Electric toothbrush/picks
College insurance	Health club dues	Liposuction	Teeth whitening
CPR classes	Household help	Marijuana	Toiletries
Electrolysis/laser hair removal	Hygiene products	Marriage counseling	Veneers
Face lift	Illegal operations/substances	Massage chair	Warranties

THE BENNY™ DEBIT CARD

DON'T WAIT FOR REIMBURSEMENT

Rather than paying out of pocket then submitting your claim for reimbursement, you can use the Benny™ Debit Card to pay your provider directly for qualified medical care expenses.

VALID MERCHANTS

The card is accepted at any Inventory Information Approval System (IIAS) participating merchants and medical care merchants using the MasterCard® system. This includes:

- Doctor Offices
- Dental / Vision Clinics
- Hospitals
- Mail Order Rx Programs
- Pharmacies and grocery stores*

* Merchants that have implemented IIAS recognize when participants purchase FSA-Eligible expenses. When you purchase items at these merchants you will not be required to substantiate your expense. You can locate IIAS Participating Retailers at www.flex-plan.com/news.aspx under Benny Debit Card Information.

Each time you swipe your Benny™ Debit Card, the provider is paid on your behalf and the amount is deducted from your HCFSA balance. When you swipe your card for a copay or at an IIAS retailer, you will not be required to substantiate your charge. However, IRS regulations require you to substantiate certain expenses, so we have made it simple for you to comply with this requirement.

If any of your Benny™ Debit Card charges require substantiation, you will receive a monthly summary of your card activity for those charges. This form is e-mailed to you at the beginning of each month. You may view a sample of this form on our website.



ADDITIONAL CARDS

You will receive two cards upon initial enrollment. If you require additional cards, or if your cards are lost or stolen, there is a \$10 reissue fee, which is deducted from your HCFSA balance.

CURRENT BENNY™ DEBIT CARD HOLDERS

You must elect the card for **each year** you wish to use the card. New cards will not be sent each year; instead the new plan year funds will be loaded to your **existing** cards once enrollment has been processed

GRACE PERIOD and the BENNY CARD

The card will only debit from your current plan year election. If your plan includes the grace period, you must submit manual claims to access the prior year balance when making purchases during the grace period.

SAVE YOUR RECEIPTS!

While most of your Benny™ Debit Card purchases will not require substantiation, we recommend you always save your receipts and documentation.

DAY CARE FSA

Child care is one of the single largest expenses for a family with children. A Day Care FSA (DCFSA) can be used to pay for your qualified day care expenses with pre-tax dollars. The provider can be a licensed day care facility or an individual.

WHAT ARE THE RULES?

There are some rules to consider before enrolling in a DCFSA:

- A DCFSA works like a bank account. The reimbursement cannot exceed the account balance.
- The day care expense must enable you and your spouse to work, actively look for work, or be a full-time student.
- Your dependent must live with you and must be 12 years old or younger. A dependent age 13 or older can be eligible if the dependent cannot physically or mentally care for him/herself.
- The day care provider cannot be a parent of the child, a dependent on your tax return or your child under the age of 19.

CALCULATING YOUR ELECTION

The DCFSA limit is set by the IRS and is a calendar year limit of **\$5,000 per household**. If your plan year is not on a calendar year, take extra care in calculating your annual election.

Day Care Expenses Estimation Worksheet	
Before/After School Care	\$
Elder Day Care	\$
Pre-School	\$
Day Care, including summer day camp fees	\$
Annual Total	\$

Some types of expenses are **not** eligible. These include tuition for school at the kindergarten level or above, overnight camp, nursing home expenses, meals, activity/supply fees and transportation costs. Montessori tuition for kindergarten and elementary school is not allowable; however, charges from a Montessori school for preschool or before and after school care are allowable.



FSA OR CHILD CARE TAX CREDIT?

Wondering if a DCFSA is better for you than the child care tax credit?

Visit our website at www.flex-plan.com and click the link "Tax savings calculator" to use an interactive tax calculator. (Password: purple81)

NOTE: Whether you choose to participate in the DCFSA or take the child care tax credit, you must file form 2441 with your taxes.

CHANGES

Similar to other benefits, you can only change your election if you experience a qualifying event. However, In addition to the normal list of qualifying events, there are some special events exclusive to the DCFSA:

- A change in your day care costs, such as a rate decrease or increase, or receiving free day care.
- A change in your need for day care (your spouse loses employment or has a change in work schedule).
- Your dependent ceases to satisfy the eligibility requirements.

WHAT HAPPENS IF I TERMINATE EMPLOYMENT?

If you terminate employment during the plan year, you can still access the funds in your DCFSA through the end of the plan year (even if the dates of service are after your termination date), as long as the care allows you to look for work or work full time.