

Flexible Spending Account Section 125 Cafeteria Plan

What is a Flexible Spending Account?

A benefit provided by your company that lets you set aside a certain amount – up to annual maximums of \$2,750 per employee for unreimbursed medical expenses and/or up to \$5,000 per family for dependent care. This money is deducted from your paycheck before income taxes are calculated, and set aside into an account for you. During the year you can be directly reimbursed from your account for qualified healthcare and/or dependent care.

Why should I participate when I already have health insurance?

This healthcare account is used to pay for expenses not covered by insurance such as deductibles, co-payments, coinsurance, prescriptions, dental expenses, glasses, and certain over-the-counter items.*

The dependent care account allows you to set aside up to \$5,000 per year for dependent care expenses (\$2,500 per year if married filing separately). The account can be used to cover expenses for care of children up to age 13 as well as disabled dependent adults.

Your money is never taxed.

Because your spending account deductions are pre-tax, you can save 30–50% of your out-of-pocket expenses related to healthcare, dependent care, and transportation. Your money goes further because you never have to pay tax on the money set aside in these accounts.

The plan is simple to use.

Regular amounts are deducted from your gross wages and applied to your spending account. Reimbursements are issued to you from your spending account when you submit a documented claim.

To set up a spending account, all you have to do is estimate how much money you spend for covered expenses. You must sign up during your open enrollment period or when you are first eligible for the plan. After you have received approved services you can use your card to pay for services without filing claim forms, or you can submit a paper claim to administration.

This is a brief description of your Flexible Spending Account. Please refer to your actual plan documents or benefits administrator if you have questions or need more information.

**If your plan permits, Tax-free FSA Funds can be used for over-the-counter (OTC) items without a prescription. In addition, funds can also be used to purchase non-medicated OTC items such as diabetes test strips, contact lens solution, reading glasses, bandages, etc.*

Sample Section 125 Savings

No Section 125	Section 125
Paycheck.....\$1,000	Paycheck \$1,000
30% Tax-\$300	Premiums..... -\$100
Net Pay.....=\$700	Net Pay=\$900
Premiums..... -\$100	30% Tax-\$270
Take Home.....=\$600	Take Home=\$630

You take home \$30 more per paycheck!



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