

# Prairie Senior Cottages

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## FLEXIBLE SPENDING ACCOUNT (FSA)

We offer Health Flexible Spending and Dependent Care accounts, allowing you to reduce your taxable income, increasing your take home pay. Use this money to pay for unreimbursed medical, dental and vision expenses, or dependent care expenses for a child under the age of 13 who you claim as a dependent on taxes.

### Your Contributions

Determine how much to contribute up to the maximum allowed for the year and which accounts to contribute to:

**Health Flexible Spending Account**—Any amount up to \$2,750

**Dependent Care Reimbursement Account**—Any amount up to \$5,000

It is important to plan carefully because:

- Per IRS regulation any amount unclaimed or unused at the end of the year must be forfeited after plan deadlines—this is the “Use it or Lose it” rule
- You cannot start or stop contributions mid-year without a qualified life event
- Funding is separate: short funds in one account cannot be used to reimburse another

### Eligible Healthcare Expenses

The following is a condensed listing of eligible healthcare expenses. For a more complete listing, visit the participant IRS Publication 502. Please note this listing is subject to change at any time and without notice due to new legislation.

- |                         |                       |  |
|-------------------------|-----------------------|--|
| -Acupuncture            | -Hearing Exams & Aids | -Dental Exams & Services               |
| -Birth Control          | -Laser Eye Surgery    | -Eye Exams, Glasses, Contacts          |
| -Chiropractic Treatment | -Orthodontia Services | -Psychiatric & Mental Health Treatment |
| -Copays & Deductibles   | -Prescribed Medicines |  |

How To Calculate Your Estimated Savings			
What's the Real Benefit? Tax Savings!	Your Paycheck	Without Flex Plan	With Flex Plan
	Let's assume your gross pay is \$1,000 every two weeks. You set aside money on a pre-tax basis to pay for day care and health care expenses. In addition, your Insurance premiums are also taken pre-tax. Based on these assumptions, you could increase your take home pay by \$67 per pay check by using the Health Care and Dependent Care Spending accounts rather than paying for those expenses with after-tax dollars.	Gross Pay (Before taxes)	\$1,000
Qualifying Expenses		- 0	- 268
Pay Subject to Tax		\$1,000	\$732
Taxes paid by you: <i>(Federal, State, FICA—Approximately 25%)</i>		\$250	\$183
<b>Your Expenses</b>			
I. Independent Premiums		- 22	0
II. Dependent Care		200	0
III. Medical, Dental, Vision Expense		46	0
*(Total of I, II, III = \$268)			
Net Spendable Income		\$482	\$549
Increased Spendable Income.....		\$67	

Employee Benefits Helpline: 1-833-480-7828

helpline@procarehr.com



*"Everyone here is someone's hero"*