

# eEmployers Solutions, Inc.

## Flexible Spending and Dependent Care Account



### Flexible Spending Account (FSA)

This Plan allows you to designate up to a maximum of \$3000 per year to be withheld BEFORE TAXES and to be held on deposit for subsequent reimbursement of payments that you make for:

#### Medical:

- Deductibles
- Coinsurance
- Copayments
- Prescription Drugs

#### Dental:

- Deductibles
- Coinsurance

#### Vision:

- Eye Exams
- Glasses
- Contact Lenses

Reimbursements are authorized for expenses not covered by other sources.

AFLAC

FSA and  
Dependent Care  
Accounts

### Dependent Care Account (Child and Adults)

This Plan allows you to designate up to a maximum of \$5000 per year to be withheld BEFORE TAXES and to be held on deposit for subsequent reimbursement of payments that you make for:

#### Definitions:

- Day Care is described as care for a child or dependent adult and cannot exceed 8 hours per day
- Deposits in the account must be present before reimbursements are made.

### Summary of FSA and Dependent Care Accounts

- Both plans are based on a calendar year, January 1st thru December 31st.
- All reimbursable expenses must be purchased during the calendar year.
- All claims for reimbursable expenses must be submitted within 3 months of the following plan year - *IRS Rule "Use It or Lose It"*
- Suggestion: *If you have not used either of these accounts in the past, you may want to be conservative with the first year's contributions.*

[www.aflac.com](http://www.aflac.com)

### FSA and Dependent Care Participant Tax Savings Example

#### - Without Dependent Care Account

Gross Pay	\$36,000
Taxes @24.5%	\$ 8,820
Net Take Home	<b>\$27,180</b>
Out of Pocket Dependent Care	\$ 5,000
Spendable Income After Dependent Care	<b>\$22,180</b>

#### - With Dependent Care Account

Gross Pay	\$36,000
Pre-Tax Dependent Care Deduction	\$ 5,000
Taxable Pay	<b>\$31,200</b>
Taxes @24.5%	\$ 7,595
Spendable Income After Dependent Care	<b>\$23,405</b>

**Increase Take Home Pay of \$1,225 per year!**