



DIVERSIFIED
BENEFIT SERVICES, INC.

Excellence in Benefit Management Solutions

How You Can Benefit From A Flexible Spending Account (FSA)

FSA Plans

- ✓ Tax-free
- ✓ Flexible
- ✓ Easy to use

What FSA Plan Participants are saying:

"It's like an instant raise. You're spending the money anyway on medical or dependent care needs. Once a person uses the program, you can see the benefit on taxes."

Distributor/Service Employee

"The program has saved me a great deal of money over this past plan year. The reimbursement for child care expenses has helped our family's cash flow. It saved us even more than we anticipated."

School District Employee

"This is great for my contact lens supplies and other vision expenses. Insurance does not cover it, and I can use the tax savings."

Manufacturing Office Employee

What is a Flexible Spending Account?

A Flexible Spending Account (FSA) is an excellent benefit program that can save you money! FSAs allow you to pay for medical, dental, vision and dependent care type expenses with tax-free money. Using an FSA saves many people approximately 20-30% in taxes on their expenses!

Who is eligible to participate?

To be eligible for the FSA, you need to be eligible for your employer's group health plan. The FSA can be used on expenses for you, your spouse and dependents (including children to age 26).

What expenses qualify for reimbursement?

There are hundreds of expenses that qualify under an FSA plan. Below is a list of common **eligible expenses** under the plan.

FSA Eligible Expenses

Medical Reimbursement Account

Medical Expenses

- Medical deductibles
- Medical coinsurance
- Medical equipment and supplies
- Office Vision / specialist copays
- Prescription drugs and copays

Dental Expenses

- Dental deductibles
- Fillings, caps, crowns, bridges
- Orthodontia
- Teeth cleanings / x-rays

Vision Expenses

- Contact lenses and saline solution
- Eye examinations
- Glasses
- Lasik eye surgery

Other Expenses

- Acupuncture
- Chiropractic care
- Hearing aids and batteries

Dependent Care Reimbursement Account

- After school care programs
- Daycare center fees
- Elder care custodial fees
- Many more dependent care expenses qualify

Participate in an FSA and use a benefit that reduces the taxes you pay each payroll period!

- ✓ Increase your spendable income
- ✓ Budget your expenses
- ✓ Take control of your health care expenses

When you participate in the Flexible Benefit Plan, your gross compensation remains the same. Your taxable income, however, is reduced. That means you have more spendable income by the end of the Flexible Spending Account plan year.

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