

FLEXIBLE SPENDING ACCOUNTS

Effective June 1, 2006

MEDICAL EXPENSE ACCOUNT

- Pre-tax (FIT, SIT, FICA)
- Annual April Election for June 1st effective date
- Family Status Change
- \$120 Minimum/\$3,600 Maximum
- Amount elected is available as of June 1st
- Must incur expense between June 1, 2006 and May 31, 2007, and submit for reimbursement by August 30, 2007
- Claims processed weekly; \$50 minimum

Medical Expense Account Examples of Medical Expenses

- Deductibles, Cost Share amounts and Co-pays for Medical, Dental or Prescription Drugs
- Orthodontia services
- Radial Keratotomy Surgery (laser eye surgery)
- Smoking cessation programs
- Hearing devices and batteries
- Contact lens supplies - cleaning solution, etc.

Medical Expense Account - Example			
Monthly Income	\$2,083		
Medical Expenses	\$100		
Take Home Pay Without Flex		\$1,358	
Take Home Pay With Flex		\$1,388	
Additional Income Per Pay			\$30
Additional Income Per Year			\$360

DEPENDENT CARE ACCOUNT

- Pretax (FIT, SIT, FICA)
- Available for Children age 13 and under
- Annual April Election for June 1 effective date
- Family Status, Needs or Provider Change
- \$300 Minimum; \$5,000 Maximum (per household)
- Must incur expense between June 1, 2006 and May 31, 2007, and submit for reimbursement by August 30, 2007
- Reimbursed up to account balance
- Claims processed weekly; \$50 minimum

Dependent Care Account - Example			
Monthly Income	\$2,083		
Dependent Care Expenses	\$416		
Take Home Pay Without Flex		\$1,042	
Take Home Pay With Flex		\$1,167	
Additional Income per Pay			\$125
Additional Income per Year			\$1,500

Flexible Spending Accounts - Example			
Monthly Income	\$2,083		
Medical Expenses	\$100		
Dependent Care Expenses	\$416		
Take Home Pay without Flex		\$942	
Take Home Pay with Flex		\$1,097	
Additional Income per Pay			\$155
Additional Income per Year			\$1,860

Annual Open Enrollment

- April of each year for June 1 effective date
- Can add or change election during Annual Enrollment