

Dependent Care Flexible Spending Account

Flexible Benefits Solutions

Why choose a Dependent Care Flexible Spending Account (FSA)?

A Dependent Care FSA is a benefit that allows employees to choose how much of their paycheck is set aside, before taxes are taken out, for eligible dependent care expenses each year. The Dependent Care FSA lets employees pay for eligible dependent care expenses while reaping the benefits of additional tax savings. This means eligible childcare and other dependent care expenses cost a little less.*

The IRS sets the maximum contribution amount for a Dependent Care FSA. The annual contribution limit is:

Per household - **\$5,000**;

Per person (if married or filing separately) - **\$2,500**

Funds are available as the employee contributes.

Funds will be available as they are deducted from the employee's paycheck and contributed to the plan. This means when payroll is processed and your paycheck is available, the Dependent Care FSA contributions will be applied to the account and available for reimbursement.

Dollars are use them or lose them.

If Dependent Care FSA dollars have not been used before the end of the plan year, any money left in the account is forfeited.

Changing your Dependent Care FSA election

In order to make changes to an election after open enrollment, the employee must experience a qualifying life event, such as:

- Change in marital status
- Change in the number of dependents (increase due to birth, adoption or marriage)
- Decrease due to death, divorce or loss of eligibility
- Gain or loss of eligibility due to a change in participant, spouse or dependent employment status
- Change in daycare providers
- Child turning age 13
- Increase or decrease in the cost of qualifying daycare expenses
- Judgement, decree or order requiring a change in coverage

Who is eligible to enroll?

A participant and/or their spouse (if applicable) must be gainfully employed, looking for work, or are attending school on a full-time basis.

What does a Dependent Care FSA cover?

The list includes, but is not limited to, eligible:

- Childcare center, babysitter, nanny (birth through age 12)
- Summer day camp
- Before or after-school care
- Disabled dependent and/or spouse care
- Elder care



Never settle for less.

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*Based on a 30% tax bracket.

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