

FSA BENEFITS



MEDICAL FSA

Flexible Spending Accounts (FSAs) are part of Section 125, established by the IRS. Section 125 allows employees to set aside money for future medical and child care costs on a pre-tax basis. A Medical FSA can be used to cover:

- Insurance deductibles
- Co-payments and coinsurance
- Prescriptions
- Dental or vision expenses

You save between 15%-40% by not having to pay federal, most state and local taxes, as well as Social Security and Medicare taxes for every dollar elected for an FSA. The full amount of your medical election is available for reimbursement upon the first day of your plan year.

	Charges	Savings
Deductible	\$500	\$113
Co-pays	\$450	\$101
Prescriptions	\$480	\$108
Contacts/Vision services	\$220	\$49
Dental	\$100	\$22
Over-the-counter items+	\$75	\$16
Total	\$1795	\$409

ELIGIBLE EXPENSES

Visit www.basiconline.com/worksheet.pdf for a qualified expense worksheet to help you estimate your out-of-pocket costs.

FSA BENEFIT DEBIT CARD

Eliminate paying out-of-pocket and waiting for reimbursement. FSA Benefit Debit Cards can be used at qualified locations including hospitals, physician, dental offices, pharmacies and merchants with specific certification.

Please review the full FSA Enrollment Guide at www.basiconline.com/fsaguide.pdf for additional plan details.

Employees or employee's spouses who are contributing to an HSA, are not permitted to participate in the Medical Reimbursement Account. Employees may still sign up for a Limited Purpose FSA or Dependent Care Account.

DEPENDENT CARE FSA

A single parent or a married couple filing jointly can elect up to \$5,000 per family, while a married person filing separately can elect up to \$2,500 per person, but equal \$5,000 for the family. Just as with Medical FSA, you save between 15%-40% by not having to pay federal, most state and local taxes, as well as Social Security and Medicare taxes for every dollar elected for Dependent Care FSA.

Unlike a Medical FSA, a Dependent Care FSA is a pay-as-you-go account. Funds are not advanced by your employer.

DEPENDENT ELIGIBILITY

- You and your spouse must be employed or actively seeking employment or attending school full time.
- Child must be a dependent under 13 years of age and be in your custodial care more than 50% of the calendar year. Once your child turns 13 during the plan year, expenses are no longer eligible for reimbursement.
- A spouse or dependent who is incapable of self-care and regularly spends at least eight hours per day in your home (i.e. an invalid parent).

SERVICE REQUIREMENTS

- Provider may not be a minor child or dependent for income tax purposes (i.e. an older child).
- Service provider must claim payments as income and comply with state regulations.
- Services must be for the physical care of the child, not for education, meals, etc.
- Overnight camps are not eligible for reimbursement.
- Expenses paid for Pre-K are eligible but kindergarten and higher is not.

