

# Flexible Spending Account

## Open a WageWorks Flexible Spending Account (FSA) and watch your savings grow.

### Save between 25% and 40% on everyday expenses.

Open a WageWorks Flexible Spending Account (FSA) during open enrollment and good things happen. You have money ready for eligible expenses not covered by your insurance, saving you 25% – 40%.

### How FSAs work.

You can sign up for an FSA during open enrollment. Each paycheck, you set aside some of your pay, before taxes, to use for eligible expenses. This is how you save money: \$100 put into your FSA is \$100 to spend on eligible expenses. Without an FSA, you pay taxes, leaving \$60 or \$75 to pay for the same eligible expenses.

### Use the WageWorks® Health Care Card.

Use your WageWorks® Health Care Card (Card) instead of cash or credit at health care providers and pharmacies for eligible services, goods and prescriptions. With the new rules for 2011, you will only be able to use your Card for Over-the-Counter (OTC) drugs at the pharmacy counter, provided a valid prescription is presented at the time of purchase. You still will be able to use your Card for non-drug OTC items and devices, such as bandages and contact lens solution, as long as you shop at merchants that have an industry standard (IIAS) inventory system that can verify the eligibility of items at checkout. An updated list of IIAS merchants is maintained at [www.sigis.com](http://www.sigis.com).

Always remember to save receipts when using the Card. The IRS requires you keep them for you tax records, and you will also need them if we request documentation for verification.

### Using your FSA is easy.

When you elect a health care FSA, your account is funded with the full amount you've chosen at the beginning of the year. As soon as that happens, it's ready to use for eligible expenses. Throughout the year, you "pay your account back" with pre-tax contributions from your paycheck. Use these convenient payment options:

- ▶ **WageWorks® Health Care Card.** Use it instead of cash at health care providers and wherever accepted for health-related services and health expenses.
- ▶ **Pay My Provider.** Send payment directly to your health care provider.
- ▶ **Pay Me Back.** File a claim online, by fax or mail for reimbursement.
- ▶ **Mobile.** Use our mobile application to file a claim from your smartphone.

You can also choose a WageWorks Dependent Care FSA to help with the cost of care for eligible children or aging parents while you are at work. A dependent care FSA works a lot like a health care FSA, but your account is funded several times a year, so funds are available as contributions are taken from your paycheck.

### Sign up during open enrollment.

Saving up to 40%  
on health expenses.

Awesome.

That's exactly what I need.



## Estimate your savings.

How much you save depends on how much you spend on health and dependent care, and on your tax situation. For every \$100 of eligible expenses, most people will save from \$30 to \$40 in taxes. To estimate your expenses and see for yourself how your savings can add up, use the savings calculator at:

[FSAWorks4Me.com](http://FSAWorks4Me.com)

### Health Care FSA

ESTIMATED ELIGIBLE EXPENSES	EXAMPLE	YOUR ESTIMATE
Prescription drugs	\$240	
Doctor visits	\$180	
Annual dental plan deductible	\$50	
Dental fillings and crowns	\$200	
Orthodontia (braces)	\$1,800	
Prescription glasses	\$150	
Prescription sunglasses	\$150	
Prescribed over-the-counter products <sup>1</sup>	\$240	
<b>Suggested plan year election</b>	<b>= \$3,010</b>	<b>=</b>
Taxes (40% <sup>2</sup> )	x 0.40	x 0.40
<b>Estimated savings<sup>2</sup></b>	<b>= \$1,204</b>	<b>=</b>

### Dependent Care FSA

ESTIMATED ELIGIBLE EXPENSES	EXAMPLE	YOUR ESTIMATE
Day care / nursery school	\$3,600	
Summer day care	\$1,400	
<b>Suggested plan year election</b>	<b>= \$5,000</b>	<b>=</b>
Taxes (40% <sup>2</sup> )	x 0.40	x 0.40
<b>Estimated savings<sup>2</sup></b>	<b>= \$2,000</b>	<b>=</b>

Notes:

<sup>1</sup> Requires a doctor's prescription as of 1/1/2011.

<sup>2</sup> Tax savings amounts are examples provided for illustrative purposes only. They are based on federal, state, and FICA (Social Security) taxes that you do not have to pay through payroll deductions on amounts used to fund your account. Your actual savings may vary depending on your marginal income tax rate, whether you pay state income taxes, and other factors. Some states do not recognize tax exclusions for FSA contributions.

### Pay for hundreds of expenses – tax-free!

You can use your FSA to save on hundreds of products and services for you and your family. Eligible expenses are defined by the IRS and your employer. Typically, your health care FSA covers:

- ▶ **Prescriptions** for almost any medical condition
- ▶ **Prescribed over-the-counter<sup>1</sup>** health care products like allergy medicine, antacid, antibiotics, aspirin...
- ▶ **Co-payments** and deductibles
- ▶ **Dental care**, both preventive and restorative
- ▶ **Orthodontia**, child and adult
- ▶ **Vision care**, including eyeglasses, contact lenses, and saline solution
- ▶ **Eye surgery**, including laser vision correction
- ▶ **Physical therapy**, counseling and psychology
- ▶ **Chiropractic care, acupuncture**, and some other alternative treatments

### Pay for dependents, too!

Your dependent care FSA covers these types of expenses for your eligible dependents while you work:

- ▶ **Babysitting** or au pair services
- ▶ **Before- and after-school** programs
- ▶ **Day care and nursery schools**
- ▶ **Pre-school** programs
- ▶ **Elder care** services
- ▶ **Transportation** (provided by the day care or elder care provider)

For details and hundreds more eligible expenses, visit: [FSAWorks4Me.com](http://FSAWorks4Me.com)

### Questions?

Helpful tips, guides, video tutorials and FAQs are available online at [www.wageworks.com](http://www.wageworks.com). WageWorks Customer Service professionals also are standing by to help you. Just call 1-877-WageWorks (877-924-3967), Monday – Friday, 8 am – 8 pm EST.

### Your Employer and WageWorks

This program is sponsored by your employer and brought to you by WageWorks — the nation's leading provider of consumer-directed savings and spending accounts. WageWorks sets the standard for convenience and flexibility with easy access to your account, no-hassle payment options, comprehensive online tools, and expert support. Millions of employees nationwide enjoy the WageWorks advantage to save money and make smart choices about their health care, dependent care, and commuter expenses.



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**FSAWorks4Me™**