



FLEXIBLE SPENDING ACCOUNT



Your tomorrow, today.

Are You Losing Money on Your Family's Health and Wellness Costs?



A Participant Recently Sent Us This Comment

I just wanted to express how happy I am with Chard-Snyder and the very user-friendly website... Thank you for your professionalism and efficiency of operation.

A Flexible Spending Account will give you significant savings on health and wellness costs not covered by insurance.

Pay 25-40% Less for Your Family's Health and Wellness Costs

Insurance probably doesn't cover all your family's health costs. You might have to pay a small copay when you see the doctor or maybe even some extra charges if your doctor or hospital is not covered by your plan. Maybe you need services your insurance plan just doesn't cover. These costs can add up quite a lot over the course of a year.

Wouldn't you like to save 25-40% on all those charges?

It's Simple

You choose how much to put into the account and pay for health and wellness expenses using tax-free dollars.

Without the FSA you pay for those expenses with what's left after taxes have been deducted. Instead of the \$100 you earned, you actually have only \$60 to \$75 left to spend.

With tax-free dollars, \$100 put into your account is \$100 you can spend. Your savings will add up quickly.

Are There Rules?

A few, and they're easy to follow:

- You must decide how much you want to put in the plan for the year.
- You can't change your mind later (unless you experience specific work/life events).
- You must use the money for eligible expenses and keep the receipts.
- You must spend your money within the deadlines for your plan.
- You may not spend the money for anything cosmetic.

Use Benny and Save Your Cash

Benny® helps you keep it all straight. It pays at locations that offer eligible merchandise and services...and usually knows exactly what is eligible. When you use the card your payment comes right out of your account.



Don't Think an FSA's for You?

You'll be surprised by the some of the items eligible for savings:

Alternative medicine

Childbirth classes

Dental treatment

Learning disability services

Medical equipment

Prescriptions

Speech training

Vision

With a doctor's note:

Herbal supplements

Massage Therapy

Weight loss programs

Stop smoking aids

Email questions to
AskPenny@chard-snyder.com

Does the Cost of Dependent Daycare Drain Too Much of Your Salary?

Save 25-40% off the cost of dependent daycare by using a Dependent Daycare Flexible Spending Account.

Pay Less for Dependent Daycare While You Work

Dependent daycare is a big drain on family income and we're all looking for ways to slow the flow. Paying for daycare through a dependent daycare flexible spending account can help you keep more of your money in your pocket.

How does it work? You choose how much to put into the account. Then you pay using tax-free dollars.

Without the FSA you pay for your dependent daycare with what's left after taxes have been deducted. Instead of the \$100 you earned, you actually have only \$60 to \$75 left to pay for care.

With tax-free dollars, \$100 put into your account is \$100 you can use to pay for daycare.

What's an Eligible Expense?

Any type of daycare you choose:

- In-home babysitter
- Outside babysitter
- Nursery school
- Daycare center
- After-school activities
- Latchkey program
- Summer day camp
- Elder daycare
- Elder custodial care

Dependent Daycare Savings Examples

Annual Tax-free Contribution	\$3,000 (\$250 Monthly)	\$5,000 (\$416.33 Monthly)
Total Annual Savings	\$1,129.50	\$1,882.50

Savings will vary based on your tax bracket. Examples shown are calculated at 25% Federal, 7.65% Social Security, and 5% state income tax savings.

Dependent Daycare Isn't Just Kid Stuff

If your child is 12 or less, this program is for you. If your dependent of any age can't be left alone for mental or physical reasons, this program is for you.

Are There Rules?

Yes, but they're simple:

- Services you claim must be provided while you and your spouse are at work, looking for work or attending classes as a full-time student.
- You must decide how much you want to put in the plan for the year.
- You can't change your mind later (unless you experience specific work/life events).
- You must spend your money within the claims deadlines for your plan.
- You may only be reimbursed for the amount of money in your plan at the time of your claim.
- Your provider must report this as income.



Here's What a Participant Recently Emailed Us

I just want to let you know that this is the first year I have been enrolled in the FSA Dependent Daycare...

I logged in to the website today just to check out my account and the web portal for a participant is so user friendly.

Your plan year is explained in your enrollment materials. Choose your contribution amount carefully. Once you are enrolled you cannot change it unless you change daycare providers, you have or adopt a child, or your child turns 13. Divorced parents should check our website for special rules. Your tax advisor can discuss how you might use this benefit with the child tax credit. Federal regulations may change plan features without notice at any time. Expense examples may not be reimbursable under your specific plan or restrictions may apply. The information contained in this publication is not, nor is it intended to be, legal or tax advice. © 2016 Chard, Snyder & Associates, Inc. All rights reserved.



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Flexible Spending Account Annual Expense Estimate Worksheet

	Actual Expenses Last Year	Estimated Expenses New Year
MEDICAL		
Co-pays / expenses		
Prescriptions	\$ _____	\$ _____
Physician visits	\$ _____	\$ _____
Hospital visit co-pays / expenses (including Emergency)	\$ _____	\$ _____
Laboratory / testing expenses	\$ _____	\$ _____
Deductible expenses	\$ _____	\$ _____
Over-the-counter items (medicines require a prescription)	\$ _____	\$ _____
VISION		
Eye examination	\$ _____	\$ _____
Eyeglasses	\$ _____	\$ _____
Contact lenses and solution	\$ _____	\$ _____
LASIK surgery	\$ _____	\$ _____
Other expenses	\$ _____	\$ _____
HEARING		
Hearing examination	\$ _____	\$ _____
Hearing aid	\$ _____	\$ _____
DENTAL		
Co-pays / expenses		
Dental visits	\$ _____	\$ _____
Fillings	\$ _____	\$ _____
Major work (root canals, crowns, dentures, etc.)	\$ _____	\$ _____
Orthodontia (braces)	\$ _____	\$ _____
Deductible expenses	\$ _____	\$ _____
Other expenses	\$ _____	\$ _____
Total annual amounts	\$ _____	\$ _____

Dependent Daycare Account Annual Expense Estimate

CHILD DAYCARE *

Full-time daycare (per week)

Child one \$ _____

Child two \$ _____

Part-time daycare (per week)

Child one \$ _____

Child two \$ _____

1. Estimate the cost per week for each category of care
2. Calculate the annual cost (weekly full-time daycare plus weekly part-time daycare X number of weeks per year)
3. Total amount \$ _____

*Child must be 12 years of age or less.

DISABLED / ELDER DAYCARE*

Caregiver
monthly cost \$ _____

Multiply monthly
cost times number
of months
estimated \$ _____

* Daycare provided for a dependent of any age who requires assistance with the basic tasks of daily life due to physical or mental challenges.



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