



FLEXIBLE SPENDING ACCOUNTS



A Flexible Spending Account (FSA) allows you to set aside a portion of your pay pre-tax to use for eligible expenses that are not covered by insurance or only partially covered. You can save up to 30% on your dollar (depending on your tax bracket) by estimating how much you usually spend on these types of expenses in a year and setting aside that dollar amount into your FSA.

HEALTH FSA

Maximum annual election amount: \$3,050

LIMITED PURPOSE FSA (If participating in an HSA plan)

Maximum annual election amount: \$3,050

DEPENDENT CARE FSA

Maximum annual election amount: \$5,000

The example below is based on an annual salary of \$50,000 and an annual Health FSA election of \$1,200. Payroll taxes calculated to assume federal and state taxes, Social Security and Medicare.

| WITHOUT THE FSA | |
|---------------------------------|----------|
| Monthly gross earnings | \$4,167 |
| Taxable income | \$4,167 |
| Payroll taxes | -\$1,292 |
| Net Income | \$2,875 |
| Medical expenses | -\$100 |
| Total home pay | \$2,775 |
| WITH THE FSA | |
| Monthly gross earnings | \$4,167 |
| Medical expenses | -\$100 |
| Taxable income | \$4,067 |
| Payroll taxes | -\$1,260 |
| Net Income | \$2,807 |
| Total home pay | \$2,807 |
| Estimated monthly savings: \$32 | |
| Estimated annual savings: \$384 | |

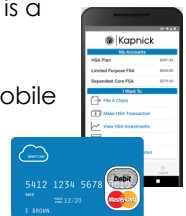
HOW TO ACCESS YOUR FUNDS

Paper Claim: Fax or email Kapnick

Debit Card: When you enroll in the FSA, Kapnick will provide you with two Benny Cards, a MasterCard with the value of your account contribution stored on it (there is a \$10 replacement fee for lost or stolen cards).

Kapnick FSA Mobile App: The Kapnick FSA Mobile App allows you to easily and securely access your healthcare accounts to:

- View account balance and detail
- Submit healthcare account claims
- Capture and upload pictures of your receipts anytime



The Kapnick FSA Mobile App can be located by searching Kapnick FSA in the app store or browser on your mobile device.

FSA RULES TO REMEMBER

USE IT OR LOSE IT! Funds must be used by the end of the plan year or you will lose them.

RUN-OUT PERIOD (PROOF OF LOSS): Active participants have 90-days to submit expenses incurred during the plan year. If you terminate employment during the plan year, you have 90-days from your separation date to submit eligible expenses for reimbursement.