



# DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT



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.

## DEPENDENT CARE FSA

Maximum annual election amount: \$5,000

The example below is based on an annual salary of \$50,000 and an annual 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
Dependent Care expenses	-\$100
Total home pay	\$2,775
WITH THE FSA	
Monthly gross earnings	\$4,167
Dependent Care 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	

## COMMON EXPENSES

- \* Nursery school, preschool or a similar program below the kindergarten level
- \* Before- or after-school care
- \* Child care centers
- \* Day camp
- \* Babysitters (in some cases)

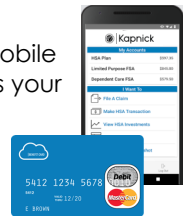
## HOW TO ACCESS YOUR FUNDS

**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

**RUN-OUT PERIOD (PROOF OF LOSS):** Active participants have until March 31, 2025 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.

*Remember: The expense must be primarily for the care of a qualifying individual; and the expense must be incurred in order to enable the employee (and the employee's spouse) to be gainfully employed.*