

# Your Flexible Spending Accounts

Brought to you by **WageWorks**®

## Why Enroll? Because saving has never been this easy.

We all pay taxes. We all buy things like prescriptions, aspirin, and glasses or contacts — not to mention co-pays, child care, and braces. And we all like to save money.

A flexible spending account (FSA) lets you save on health and dependent care expenses using pre-tax dollars. You can spend it any way you like, on a wide range of needs for yourself and your family. And because this FSA from WageWorks is so easy to use, there's no hassle, less waiting — **and no reason to miss out on enrollment.**

### Everyday savings

Saving is simple. When you enroll in the program, you set aside some of your pay **before** taxes to use on eligible expenses. The more you put in, the more you save on your tax bill — up to thousands of dollars.

### It's covered!

You probably know you can cover your co-pays, deductibles, dental and vision care, and prescriptions with your health care FSA. But did you know it's good for hundreds of over-the-counter items and services, too?

### Ready to sign up?

It's easy to enroll — but you have to sign up during your benefits open enrollment period. For details, please see the materials provided by your employer, or talk to your benefits department.

### Easy as a debit card

Wondering if an FSA might be a hassle? **Don't.** This program is built for maximum convenience, from on-the-spot access with the **WageWorks Card**, to great time-saving features like direct payments to providers and easy online tracking.

### Make it your own

It's your account; you decide how to use it. You can pick just a health care account, just a dependent care account, or both — and choose how much to set aside in each.

### 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.

### Savings and convenience As easy as one, two

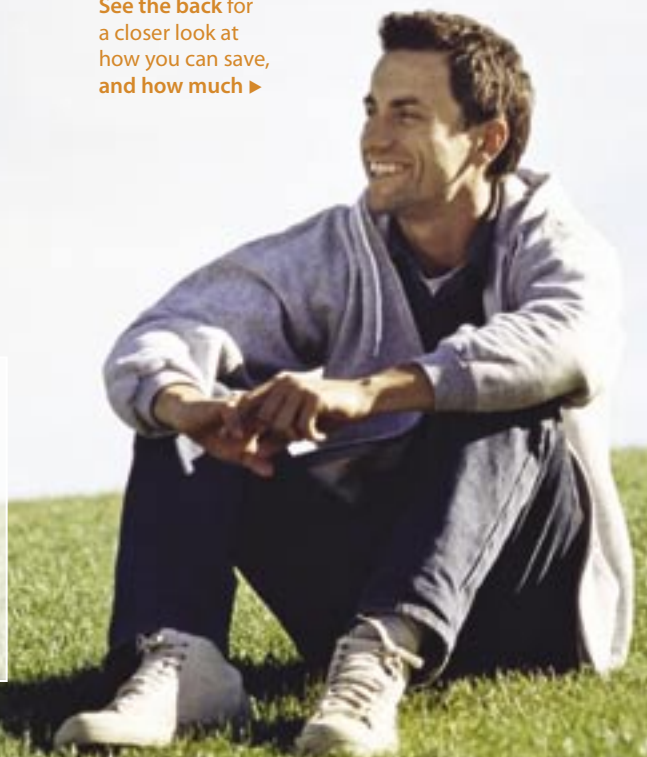
It's your money. The program just helps you save it from taxes, and spend it on your health and your family.

**1 Estimate it.** Your FSA works by setting aside a portion of each paycheck before taxes are deducted. When you enroll, you decide just how much to contribute, based on what you estimate you'll need. It's easy with the online calculators at [www.wageworks.com](http://www.wageworks.com); or try the worksheet on the back. You see your savings in the form of **reduced tax withholding.**

**2 Spend it.** You can spend the funds in your FSA whenever you choose during the plan year, on a wide range of health and dependent care needs like those listed on the back.

Swipe the **WageWorks Card** almost anywhere you pay for eligible health care expenses. Use **Pay My Provider** to make direct payments online — and even schedule automatic payments for regular needs like child care. Or use **Pay Me Back** to send in traditional claims for quick reimbursement.

See the back for a closer look at how you can save, and how much ▶



# Tax savings: see for yourself

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. Here's an example — try it yourself to see how your savings adds up.

## Health Care FSA

ESTIMATED ELIGIBLE EXPENSES	EXAMPLE	YOUR ESTIMATE
Prescription drugs	\$240	
Doctor visits	\$180	
Annual health plan deductible		
Annual dental plan deductible	\$50	
Dental fillings and crowns	\$200	
Orthodontia (braces)	\$1,800	
Chiropractor visits		
Acupuncture treatments		
Counselor or therapist visits		
Prescription glasses	\$150	
Prescription sunglasses	\$150	
Contact lenses and solutions		
Over-the-counter products	\$240	
<b>Suggested plan year election</b>	<b>= \$3,010</b>	<b>=</b>
Taxes (40%)	x 0.40	x 0.40
<b>Estimated savings*</b>	<b>= \$1,204</b>	<b>=</b>

## Dependent Care FSA

ESTIMATED ELIGIBLE EXPENSES	EXAMPLE	YOUR ESTIMATE
Day care / nursery school		
Babysitting / au pair		
Before- and after-school programs	\$3,600	
Summer day care	\$1,400	
Pre-school		
Elder care		
<b>Suggested plan year election</b>	<b>= \$5,000</b>	<b>=</b>
Taxes (40%)	x 0.40	x 0.40
<b>Estimated savings*</b>	<b>= \$2,000</b>	<b>=</b>

\* 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
- ▶ **Over-the-counter** health care products like allergy medicine, antacid, antibiotics, aspirin... (and that's just through "a")
- ▶ **Co-payments**, co-insurance, and deductibles — but not insurance premiums
- ▶ **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
- ▶ **Counseling** and therapy
- ▶ **Psychology** and psychiatry
- ▶ **Chiropractic care**, **acupuncture**, and some other alternative treatments

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

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

### Can I enroll now?

Your employer sets the guidelines for eligibility. Typically you can only sign up during your regular, annual benefits open enrollment period. You may be able to change your election if you experience a "qualifying event" during the year such as getting married, having a child, or changing your work status. Please see the open enrollment materials provided by your employer for details.

### Questions?

For more information about enrollment, participation, and limitations, see your employer's benefits materials or ask your benefits department. For general information about the program, please visit [www.wageworks.com](http://www.wageworks.com). To talk to a trained expert who can help you take advantage of your FSA, call the **WageWorks Learning Center** at 877-WageWorks (877-924-3967) Monday through Friday, from 8 a.m. to 8 p.m. Eastern Time.