

CAFETERIA PLAN ADMINISTRATION

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VIDEO

SIGN UP TO
SAVE!

- ✓ Flexible Spending Account (FSA)
- ✓ Dependent Care Account (DCA)
- ✓ Premium Only Plan (POP)



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HOW TO GET A PAY RAISE!



WITHOUT AN FSA

Monthly Gross Earnings	\$3500
Taxable Income	\$3500
Payroll Taxes @ 25%	-\$875
Net Income	\$2625
Medical Expenses	-\$100
Prescriptions Expenses	-\$200
Day Care Expenses	-\$400
Take Home Pay	\$1925

WITH AN FSA

Medical Gross Earnings	\$3500
Medical Expenses	-\$100
Prescriptions Expenses	-\$200
Day Care Expenses	-\$400
Taxable Income	\$2800
Payroll Taxes @ 25%	-\$700
Take Home Pay	\$2100

This example represents \$175 of monthly additional take home pay or \$2,100 per year for expenses that you already pay for!

Cafeteria Plans (including FSA, DCA, TRN and POP) are a tax-advantaged way for you to pay for expenses with "Pre-Tax" dollars.

This means you may elect a reduction from your paychecks to pay for eligible expenses that are either medical in nature (including prescription) or related to dependent care. The pre-tax benefit creates a savings around 20-40% (based on your tax bracket) and to take advantage of this opportunity all you would need to do is create an election for the items that you already pay for out of your pocket.



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Benefit Analysis Worksheet

Section A: Anticipated Medical Costs Per Year for You and Your Family

Health insurance deductibles, co-pays, etc	\$
Vision care (eye exams, contacts, eye glasses, etc)	\$
OTC or Prescription drugs (including birth control)	\$
Dental expenses (exams, orthodontia, etc)	\$
ANNUAL ELECTION	\$

Section B: Expected Dependent Care Expenses

How much do you pay for childcare?	\$
How much do you pay for eldercare?	\$
ANNUAL ELECTION	\$

If the amounts you have identified here is what you wish to be your Annual Election amounts, please add them to the Enrollment Form on the next page.



EXAMPLE OF ELIGIBLE EXPENSES

- Abdominal supports
- Acupuncture
- Alcoholism treatment
- Ambulance
- Anesthetist
- Arch supports
- Artificial limbs
- Birth Control (by prescription)
- Blood tests
- Blood transfusions
- Braces
- Cardiographs
- Chiropractor
- Contact Lenses
- Convalescent home (for medical treatment only)
- Crutches
- Dental Treatment
- Dental X-rays
- Dentures
- Dermatologist
- Diagnostic fees
- Drug addiction therapy
- Drugs (prescription)
- Eyeglasses
- Gynecologist
- Healing services
- Hearing aids and batteries
- Hospital bills
- Insulin treatment
- Lab tests
- Metabolism tests
- Neurologist
- Nursing (+ board and meals)
- Obstetrician
- Operating room costs
- Ophthalmologist
- Optometrist
- Oral surgery
- Orthopedist
- Osteopath
- Oxygen and oxygen equipment
- Pediatrician
- Physician
- Physiotherapist
- Podiatrist
- Postnatal treatments
- Practical nurse for medical services
- Prenatal care
- Prescription medicines
- Psychologist
- Radium Therapy
- Registered nurse
- Surgeon
- Therapy equipment
- Transportation expenses (relative to health care)
- Ultra-violet ray treatment

