

# Flexible Spending Accounts

Limited Purpose FSA &  
Dependent Care FSA

Give yourself a raise



# Flexible Spending Accounts

## Why Enroll in an FSA?

Give yourself a **raise!** Increase your spendable income by reducing the amount you pay in taxes.

Our participants save approximately \$27 in taxes for every \$100 they set aside in an FSA.

Easily budget for LP Health (non-medical) expenses. Your full LP FSA election amount is available on your effective date.



Limited Purpose FSA  
(LP FSA)

Dependent Care Assistance Account  
(Dependent Care FSA)

## The FSA Advantage

If you are spending money on dental, orthodontia, and vision expenses such as:

- Bridges • Crowns • Dental Copays • Dental Deductibles • Dental Work • Eye Glasses and Contact Lenses • Lasik • or Other Dental and Vision Services
- Or dependent care expenses, then you can benefit from an FSA!

## Here's How it Works



Decide if you want to enroll in the LP FSA, the Dependent Care FSA or both



Determine how much you spend annually on LP FSA-eligible expenses

- Use our *Election Worksheet & Eligible Expenses* handout or our Tax Savings Calculator on our website to determine your expenses
- **Important:** Because you are receiving

pre-tax treatment on the FSA funds, IRS regulations require that funds be spent within the time frame your plan specifies or you lose access to them. Make a conservative election; only consider expenses you and your family expect to incur.



Your employer divides your annual election by the number of pay periods you have in the plan year

- This amount is payroll deducted each pay period on a pre-tax basis throughout the year



Access your funds throughout the plan year to pay for eligible expenses

- Use your debit card
- Submit for reimbursement through one of our quick and convenient reimbursement methods



## Example Tax Savings Through An FSA

	Before FSA Enrollment	After FSA Enrollment
Annual Earnings	\$45,000	\$45,000
Annual FSA Election Amount	\$0	-\$1,500
Taxable Income	\$45,000	\$43,500
Approximate Taxes Paid	-\$12,150	-\$11,745
Annual Tax Savings → Increase in Spendable Income by Enrolling in an FSA		<b>\$405</b>

## Understanding the LP FSA

LP FSA funds can be used for dental, orthodontia, and vision expenses incurred by you, your spouse, and your dependents up to age 26.



One of the biggest advantages of the LP FSA is that you have access to your full annual election amount on the very first day of the plan year!

Eligible expenses are out-of-pocket costs you have for dental, orthodontia, vision and vision products and services.

Refer to the LP FSA Eligible Expenses handout for a list of common eligible items, or visit [benstrat.com](http://benstrat.com).

You can use the LP FSA for your own and your family members' expenses, even if you and your dependents are not enrolled inwv your employer's medical plan.

## Understanding the Dependent Care FSA

Dependent Care FSA funds can be used for dependent care expenses you incur so that you (and your spouse if married) can be gainfully employed or attend school full-time.

To be eligible, the dependent must be your tax dependent who is:

- Under the age of 13
- Age 13 or older if physically or mentally incapable of self-care and residing in your home at least half the year

As funds accumulate in your Dependent Care account through payroll deductions, you can use your debit card or submit for reimbursement.

Visit the FSA resources page on [benstrat.com](http://benstrat.com) to learn more.



### Eligible Expenses

Day Care  
Before/After School Programs  
Summer Day Camps  
Babysitters/Nannies



### Ineligible Expenses

Kindergarten  
Private School Tuition  
Overnight Camps  
Educational Classes

# Using Your FSA Funds

## The Benefit Strategies Debit Card

The Benefit Strategies debit card is a VISA card pre-loaded with your full annual LP FSA election amount. You use the card to pay for IRS-qualified expenses directly at the point of sale or when paying a bill. The card works in settings such as dental, orthodontic and optometrists offices.\*

The IRS requires you keep all original documentation\*\* for purchases associated with the debit card. Benefit Strategies may also request copies of your documentation to verify a debit card purchase.



\*If you are enrolled in the Dependent Care FSA, the card can also be used in dependent care settings. Just remember that the card will only work for an amount that does not exceed the available balance in your Dependent Care FSA account on that day.

\*\*To be valid, documentation must include: date the expense was incurred, patient name (if applicable), amount of the expense after any insurance adjustment, provider name, and service/product description.



### Limited Purpose FSA Funds

Your full election amount is available on the first day of the plan year.



### Dependent Care FSA Funds

Your funds are available as they accumulate through payroll deductions.

## Electronic and Paper Reimbursement Methods

3-5 DAY TYPICAL TURNAROUND TIME

Reimbursements are made payable to you, either by paper check or direct deposit. All reimbursement methods require you to submit documentation.\*\*

- Submit on-line through your secure account at [benstrat.com](https://benstrat.com)
- Download the Benefit Strategies mobile application to submit through your mobile device
- Complete a paper claim form to submit via fax, secure email, or mail

## FSA Account Resources

### Your Online Account on [benstrat.com](https://benstrat.com) & Our Mobile App

Through your secure on-line account at [benstrat.com](https://benstrat.com) or on our app available on iOS and Android devices, you can file for reimbursement, upload documentation, set up text message alerts, view claims history, account balances, filing deadlines and more.

## Have Questions?

We've got you covered.

**Mon → Thurs:** 8:00am – 6:00pm ET

**Friday:** 8:00am – 5:00pm ET

**Online Chat:** [benstrat.com](https://benstrat.com)

**Text-To-Chat:** 888-401-3539

**Email:** [info@benstrat.com](mailto:info@benstrat.com)

**Toll Free:** 888-401-3539

Language translation service available  
(Automated system available at all times)

