

More Money for You and Your Family



Enrolling in a take care® Dependent Care Flexible Savings Account (FSA) allows you to save money on expenses tied to caring for those you love while you work.

It's simple to get started and enjoy tax-free funds at your fingertips.

Here's what you need to know in order to take advantage of this program:

Participating in a Dependent Care FSA is a great way to pay for existing dependent daycare costs, reduce your taxable income and save money in the process. You simply decide to participate and how much to contribute for the year and that amount is moved from your paycheck each pay period into an FSA. From there, you can easily access funds for eligible expenses and benefit from real tax savings.

REGULAR CARE

Say you earn	\$1000
then you pay taxes (30% x \$1000) ..	\$300
assume your expenses are	\$400
you have this much left	\$300

take care® DEPENDENT CARE FSA

Say you earn	\$1000
and pay for your care through a pre-tax FSA account	\$400
you pay in taxes (30% x \$600)	\$180
you have this much left	\$420

That's an extra **\$1,440** a year for you!

To find out how much you can save based on your current income and expenses, go to www.wageworks.com/takecare/mydcfesa

“We contributed the maximum amount allowed – \$5,000 – to help pay for hefty daycare expenses for our young children. The money wasn’t taxed, was easily accessed to pay our provider, and the best news, we saved \$1,500 last year.”



Dependent care expenses that you incur while you are working covered under this program must be for qualified individuals who meet one of the following criteria:

1. Dependent child under the age of 13 who lives with you for more than half of the year; or
2. A spouse or other tax dependent who resides in the house a minimum of 8 hours a day and requires assistance with day-to-day living.

2013 Contribution amounts are determined by the IRS and are as follows:

- \$5,000 per year if you are married and file a joint tax return or if you file as head of household
- \$2,500 per year if you are married and file a separate tax return
- Note: 2014 contribution limits may be adjusted by the IRS.

If you are divorced, IRS guidelines state that a child is a qualified dependent of the “custodial parent.” Only the custodial parent may participate in a dependent care FSA. A divorced, non-custodial parent cannot be reimbursed under a dependent care FSA, even if the divorced parent claims the child as a tax dependent.

It is important to determine your desired contribution amount carefully as funds cannot be carried over year-to-year, per IRS guidelines. The unused funds cannot be paid to you in cash or other benefits.

The amount you contribute to your Dependent Care FSA cannot be changed during the year unless you experience a change in status based on IRS regulations, including: change in legal marital status, change in number of dependents due to birth, adoption or death, change in employment status, change in cost or coverage charges or an event that causes your dependent to meet or no longer meet eligibility requirements.

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WHAT EXPENSES ARE COVERED AND HOW DO I PAY FOR THEM?

Eligible expenses are defined by the IRS and include costs related to before- and after-school care, au pair services, extended day programs, preschool/nursery school, summer day camp, and elder daycare. Expenses that are not eligible include: overnight camps, kindergarten or higher-grade tuition, non-work related daycare and long-term care services. Expenses must be incurred while you or your spouse are working, looking for work or attending school full time.

We make it as easy as possible for you to use your Dependent Care FSA, providing the following payment and reimbursement options:

1. **MyFlexSM Mobile Application:** Instantly submit receipts and claims and check your FSA balance right from your mobile phone.
 2. **Reimburse yourself:** Arrange for FSA funds to be transferred to your checking account or mailed to you via check for expenses you've already paid.
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Reimbursement requests need to include an itemized statement from the dependent care provider that includes: service dates; dependent's name and date of birth; type of service amount billed; and provider's name and address. Credit card receipts, canceled checks and balance forward statements do not meet the requirements for acceptable documentation.

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SIGN UP NOW

Sign up during Open Enrollment.

If you have any questions along the way,

- contact your benefits specialist
- visit www.takecarewageworks.com for online resources
- call us directly at 800-950-0105