

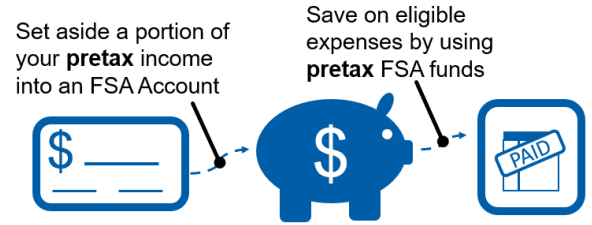


Flexible Spending Account



Benefits of FSA Participation

Joining the EMPOWER Flexible Spending Account (FSA) allows you to save 25% to 40% in taxes for medical and dependent care expenses. By enrolling in the EMPOWER FSA, you elect to set aside a portion of your pretax paycheck throughout the Plan Year to contribute to an FSA account.



Medical and Dependent Care FSA

You may elect to contribute to either or both the FSA Medical and/or Dependent Care accounts. Both accounts are subject to different contribution maximums and funds are kept separately and may not be used interchangeably.



Medical FSA

Used For:

Medical, dental, vision, and prescription expenses

Coverage:

Covers you, your spouse, and eligible dependents



Dependent Care FSA

Child and elder day care while you work

Covers your eligible dependents

How it Works

All employees who are eligible for Employer-sponsored insurance are also eligible to enroll in the FSA. During Open Enrollment, you may choose which FSA Plan(s) you wish to enroll in, and the annual election amount(s). Elections will remain in place for the entire Plan Year unless you have a qualifying event, such as a marriage, divorce, birth of a child, or your employment is terminated. Please choose your elections carefully because unused funds will be lost at the end of the Plan Year or applicable extension period.

Savings Example

John and Mary's combined gross income is \$30,000. They have two kids and file their income taxes jointly. Since the couple expects to spend \$1,800 in dental work and medical expenses and \$3,500 for day care in the next Plan Year, they decide to contribute a total of \$5,300 into their Empower Flexible Spending Account.

	FSA Contributions	Adjusted Income	Estimated Taxes	Out of Pocket Expenses	Remaining Income	Spendable Income Increase With FSA
With FSA	\$5,300	\$24,700	1,890	\$0	\$20,314	\$1,359
Without FSA	\$0	\$30,000	\$2,295	\$5,300	\$18,955	