

# Flexible Spending Accounts (FSA)

## Medical FSA & Dependent Care FSA

### MEDICAL FSA

- Set aside a portion of your pay pre-tax to pay for qualified Medical and/or Day Care expenses
- Annual Target piecemealed through equal pre-tax payroll reductions
- Pre-funded Medical—annual target available on first day of plan year
- Use your pre-funded Medical FSA Debit Card to pay for qualified expenses at point of service—not your personal checking account
- Save approx. 30% in Tax Savings

### DEPENDENT CARE FSA

- Dependent Care Account for day care expenses—children under 13 years old and elderly dependent parents
- Tax exempt from FIT and FICA, subject to state and local—saves approx. 25% in tax savings
- Payroll funded (not prefunded like Medical FSA)
- Direct payments to provider

*Local Administration with direct access to your Plan Administrator:*

*DeHEY McANDREW, 101 South Main Avenue, Scranton, PA 18504*

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