

## CAFETERIA PLAN

### What is a Cafeteria Plan?

Also known as Flexible Spending Account (FSA), Full Flex, and Section 125 Plans - a Cafeteria plan allows employees to set aside a portion of their salary (pre-tax) and then use those funds to help pay for qualified expenses. Simply put, a Cafeteria plan saves you taxes on the money you typically spend on expenses such as health, dental, vision, and dependent care. A cafeteria plan is a proven method to save you money!

**What is covered?** Qualified expenses under a Cafeteria plan include group insurance premiums, certain out-of-pocket medical expenses (prescriptions, co pays, and some eligible Over the Counter items), dental, and vision. Dependent Care is also typically covered.

**What is not covered?** As a general rule, cosmetic expenses and procedures are not eligible. General health expenses are also typically not eligible.

For a more detailed list of eligible and non-eligible expenses, view IRS Publications 502 & 503 at [www.MyBenX.com](http://www.MyBenX.com).

Tax Savings	
Employee Saves	
FICA	7.65%
State	7.1%+
Federal	15%+
Potential Tax Savings	
30% +	

**How does it work?** Elect an amount for Health Care and/or Dependent Care expenses that you think you will be spending during the plan year. These elections are then divided among the remaining pay periods and withheld from your pay on a pre-tax basis. Figure conservatively, as Cafeteria plans have a "Use it or Lose it" rule. Participants can check their balances at [www.MyBenX.com](http://www.MyBenX.com).

**How do I get my money?** Participants of the Cafeteria plan will be issued a debit card that can be used to make purchases of eligible expenses. There is an annual fee for the debit card. Manual claims can be filed, as well, for eligible expenses where the debit card was not used. Obtain a claim form on our website.

**How do I sign up for the Cafeteria Plan?** Those who wish to sign up for the Cafeteria plan can fill out the enrollment form or enroll online. Further Information and details about the Cafeteria plan can be obtained by requesting a Summary Plan Description from your employer.

