



Enroll in a CONEXIS Flexible Spending Account

More Benefits for Less Money. Sound Too Good to be True?

Start saving today with a Flexible Spending Account

Did you know that you can save up to 30% or more on eligible health care expenses not covered by your employer's benefit plan? You can also save on qualified child and adult dependent care expenses.

What is it and how does it work?

A Flexible Spending Account (FSA) is a benefit provided by your employer that allows you to set aside pre-tax dollars* at the beginning of the plan year to pay for eligible out-of-pocket health and dependent care expenses.

By participating in an FSA plan, you can use pre-tax dollars to pay for expenses you are already incurring while increasing your take-home pay.

* FSA contributions are deducted before federal and most state taxes. State taxes do apply in New Jersey and may apply in other states. Check with your tax advisor.

Increase your take-home pay with an FSA

Your increased take-home pay and savings depends on your income tax bracket. If you are in a 30% tax bracket, you can save \$30 for every \$100 that you put into your FSA. So, if you put \$1,000 into your FSA, you increase your annual take-home pay by \$300.

\$1,000 X 30% tax rate = \$300 increased take-home pay

What would you do with an extra \$1,050? FSA savings comparison – example*

	FSA	No FSA	Your Savings?
Annual Taxable Income	\$35,000	\$35,000	\$
Out-of-pocket Expenses:			
<i>Health Care</i>	\$1,000	\$0	\$
<i>Dependent Care</i>	\$2,500	\$0	\$
Total Pre-tax FSA Contribution	(\$3,500)	\$0	\$
Taxable Income After FSA Contribution	\$31,500	\$35,000	\$
Federal & State Income & Social Security Taxes (30%)	(\$9,450)	(\$10,500)	\$
After-tax Income	\$22,050	\$24,500	\$
After-tax Dollars Spent on Health and Dependent Care Expenses	\$0	\$3,500	\$
Take-home Pay	\$22,050	\$21,000	\$
Increased Take-home Pay	\$1,050	\$0	\$

* This example is intended to demonstrate typical tax savings based on a total income tax rate of 30%. Actual savings is based on individual tax situations.

Calculate your annual savings using the FSA calculators on the CONEXIS Web site at www.CONEXIS.com.



View our FSA video, calculate your potential savings, review a detailed list of eligible health care and dependent care expenses, browse a list of FAQs, and see examples of how you can benefit with an FSA at www.CONEXIS.com.

Save up to 30% with an FSA on these eligible out-of-pocket expenses

Health care expenses incurred by you, your spouse or your qualifying child or relative

- Co-pays and deductibles
- Prescription drugs and many OTC drugs and items
- Dental expenses – including x-rays, cleanings, and orthodontia
- Vision care – including exams, contact lenses, and laser eye surgery
- Professional services – including chiropractic and acupuncture services

Employment-related dependent care expenses

- Care for your qualifying child under the age of 13
 - » Before- and after-school care
 - » Babysitting expenses
 - » Nursery School (below kindergarten level)
 - » Day Camp
- Care for your spouse or your qualifying child or relative who is physically or mentally incapable of self-care

For a complete list of eligible health and dependent care expenses, please visit our Web site at www.CONEXIS.com, or speak with your benefits representative for additional information.

Open an FSA in three easy steps

- 1 Before your employer's next open enrollment period, determine how much you expect to spend on qualified health care (including many over-the-counter products) and dependent care in the upcoming plan year.
- 2 Use our FSA calculator on the CONEXIS Web site (www.CONEXIS.com) to figure out exactly how much you should put into your FSA and calculate your annual savings.
Plan carefully - IRS regulations require that all unused FSA dollars are forfeited at the end of the plan year.
- 3 Submit your FSA enrollment form with your health care and/or dependent care elections during your open enrollment.

Additional information about FSAs

Health FSA

- Your entire annual contribution amount* is available immediately at the beginning of the plan year to pay for eligible health care expenses. However, your total FSA election amount is deducted from your paycheck in equal amounts during the year.
So, if you decide to contribute \$1,200 for the year, you can use that amount right away and have \$100 deducted from your paycheck each month.
- All of the money in your FSA must be spent by the end of your plan year, since unused funds will not be returned to you or carried over to the following year.

* This applies to health FSA expenses only.

Dependent Care FSA

- Current tax laws allow you to set aside up to \$5,000 annually to pay for employment-related child daycare or adult dependent care. At a 30% tax rate, your savings could really add up.
What would you do with an extra \$1,500? ($\$5,000 \times 30\% = \$1,500$)
- Dependent care expenses are reimbursed based on the availability of funds in your account.



Call today or visit the CONEXIS Web site for more valuable information

1.877.CONEXIS

www.CONEXIS.com