Flexible Spending Accounts (FSAs)

Flexible Spending Accounts (FSAs)
FSAs help you make your money go farther by letting you set aside pre-tax dollars to pay for certain out of pocket eligible healthcare and dependent day care costs.

Here’s how they work:
• You make contributions from your pay on a pre-tax basis.
• Contributions aren’t subject to federal income tax, Social Security tax, and, in most cases, state income tax.
• The tax savings help offset the cost of eligible healthcare and dependent day care expenses.
• You are not taxed on reimbursements from your FSAs.

The State of Colorado offers three types of FSAs:
• General Purpose Healthcare FSA—To pay for eligible medical, dental, and vision care expenses.
• Limited Purpose Healthcare FSA—To pay only for eligible dental and vision care expenses. This plan is HSA compatible.
• Dependent Day Care FSA—To pay for eligible child care and elder care expenses.

Making FSA Contributions
The annual amount you contribute to your FSA is deducted from your paychecks in equal installments, on a pre-tax basis, from July 1, 2016 through June 30, 2017, and credited to your FSA account(s).

Incurring Claims
The State’s FSAs work via reimbursement. You contribute money each month, and then after you incur your expenses, you submit a claim. You are then reimbursed the eligible claim amount. You can incur claims for eligible expenses from July 1, 2016 through June 30, 2017. You will have until October 15, 2017 to submit claims for reimbursement.

Use ASIFlex’s tax savings calculator to estimate your healthcare or dependent day care expenses and what you may be able to save on your taxes.

Healthcare FSA
If you enroll in a Healthcare FSA you can contribute a minimum of $10 per month and up to a maximum of $2,550 per plan year. Another advantage of enrolling in the Healthcare FSA is that your whole annual contribution amount for the plan year is available for use on qualified expenses on the day your plan starts, even though your contributions are spread out over the entire plan year.

DEPENDENT DAY CARE FSA
If you have child day care or elder care expenses, consider taking advantage of the Dependent Day Care FSA. In the same way that the Healthcare FSA lets you set aside pre-tax dollars for eligible healthcare expenses, you can use the Dependent Day Care FSA to contribute a minimum of $10 per pay month and up to $5,000 per year of pre-tax dollars for child day care expenses while you work. Examples of eligible dependent care expenses include:
• Day care and babysitter costs
• Nursery school
• Before- and after-school programs
• Summer day camps
Flexible Spending Accounts can give you a pay raise! Don’t lose out!

How an FSA is like getting a “raise.”

An FSA is a special account in which you can set aside pre-tax money to pay for eligible health care expenses, or certain child care expenses.

That means money you spend on these expenses can be taken out of your paycheck before it’s taxed. And the money you save by paying lower taxes is like a “raise.”

**DEBBIE SAVED $1,800**

“With two children, ages 4 and 7, my health care and daycare expenses can add up very quickly. Since I started contributing to my FSA, I’ve saved over a thousand dollars on everything from prescriptions and doctors’ visits, to dental work and contact lenses. This year the family is going to Orlando!”

<table>
<thead>
<tr>
<th>EXAMPLE Expenses:</th>
<th>Without FSA</th>
<th>With FSA</th>
</tr>
</thead>
<tbody>
<tr>
<td>$4,000 daycare</td>
<td>$0</td>
<td>$6,000</td>
</tr>
<tr>
<td>$2,000 health care</td>
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<table>
<thead>
<tr>
<th></th>
<th>Without FSA</th>
<th>With FSA</th>
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</thead>
<tbody>
<tr>
<td>Annual Income</td>
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<tr>
<td>Pre-Tax FSA Contribution</td>
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<tr>
<td>Taxable Income</td>
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<tr>
<td>Estimated 30% Taxes</td>
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<tr>
<td>EXTRA MONEY</td>
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</tr>
</tbody>
</table>

Enroll today!

Don’t miss out on a pay raise!
Just think what you could do with the extra money!

Go Mobile!
Get the ASIFlex App today!

www.asiflex.com

FSAStore
THE FLEXIBLE SPENDING ACCOUNT SITE