

Your Dependent Care Flexible Spending Account

Wondering if a Dependent Care FSA is right for you?

- ☒ Do you pay for dependent care through a qualified facility or program to enable you and your spouse (if applicable) to work, look for work or attend school full-time?

If you answered yes, you can save throughout the year by using your Dependent Care Flexible Spending Account (FSA) to pay for eligible expenses.

How your Dependent Care FSA works

- 1 Contribute.**
Elect an annual contribution (up to the plan's maximum limit) that will be deducted in equal installments from your paychecks on a pre-tax basis.
- 2 Spend.**
Use your Dependent Care FSA dollars to pay for eligible expenses throughout the plan year.
- 3 Save.**
Save money on expenses you're already paying for.



The pre-tax advantage

Your Dependent Care FSA contributions are made with pre-tax dollars, giving you the advantage of lower taxes and a higher take-home pay. When you pay for benefits with pre-tax dollars, benefit deductions are subtracted from your gross income before certain taxes are calculated, lowering your taxable income.

Note: Please refer to your welcome package or employer for specific details about your plan provisions.

Continued on page 2 ►

Eligible expenses

Your Dependent Care FSA can be used to save throughout the year on eligible dependent care expenses, including:*

- Adult day care facilities
- Payments to a relative
- Qualified dependent care centers
- Before- or after-school care
- Preschool/nursery school
- Summer day camp
- Fees and deposits

**For a full list of eligible items, visit www.irs.gov/publications/p503.*

What if I have money left over at the end of the year?

It's important not to over-estimate when determining your annual Dependent Care FSA contribution. Dependent Care FSAs operate on a "Use-it-or-Lose-it" basis. Be sure to use your Dependent Care FSA dollars by the end of your plan year, or you'll lose them (except as may be permitted under a grace period—to learn about your plan year dates or if your plan has a grace period, contact your employer or call the HPI FSA team).



View your account online with *My Plan*

Here's how:



- 1** Go to **hpiTPA.com** and visit the Members section, or visit the website listed on the back of your member ID card (it will be at the top).
- 2** Log in to *My Plan* (if you don't already have an account, registration is simple, just click **Get Registered**).
- 3** Click **View My FSA** under My Flexible Spending Account.



Have questions? Call the HPI FSA/HRA team at 877-734-7004 or visit hpiTPA.com and click Contact.

