

## 2013 Flexible Spending Accounts

Account Type	Features	Your Options
<b>Health Care Flexible Spending Account (HCSA)</b>	<p>This account allows you to use pre-tax dollars to pay for eligible health care expenses incurred by you or any other person you cover under your health care benefits or claim as a dependent on your federal income tax return (even if you do not cover them on your medical benefits).</p> <p>In general, eligible expenses include those that are not covered by your medical plan, such as: deductibles, copayments and coinsurance; and prescription drug, dental, vision and hearing expenses.</p>	Contribute up to \$2,500 per year
<b>Dependent Care Flexible Spending Account (DCSA)</b>	<p>You may use this account to pay for care of your eligible dependents so you (and your spouse) can work (or actively look for work) or attend school full-time.</p> <p>Generally, an eligible dependent is:</p> <ul style="list-style-type: none"> <li>• Your child under age 13 (as long as you or your spouse is entitled to the income tax exemption for the child)</li> <li>• Your disabled spouse</li> <li>• A disabled dependent of any age who lives with you at least eight hours a day</li> </ul> <p>Expenses eligible for reimbursement generally include:</p> <ul style="list-style-type: none"> <li>• Childcare at a day camp, nursery school or private sitter</li> <li>• Expenses for preschool and after-school childcare</li> <li>• Cost of a housekeeper whose duties include care of a qualified dependent</li> <li>• Elder care for an incapacitated adult who lives with you at least eight hours per day</li> </ul> <p>When you file your federal income tax return, you will be required to supply the name, address and Social Security or tax identification number of the individual or organization providing dependent care. If you are unable to supply this information, you should not use the DCSA to pay for these dependent care services. Also, if you participate in the DCSA, you cannot claim the child care credit for these expenses on your federal tax return.</p>	<p>Contribute up to \$5,000 per year</p> <p>(\$2,500 if married and filing separately)</p>
<b>Keep in mind:</b>		
<ul style="list-style-type: none"> <li>• Both accounts must be treated separately. For example, you cannot use money deposited in your Health Care Spending Account to cover dependent daycare expenses or vice versa. Funds cannot be transferred from one account to the other.</li> <li>• All the money in the Spending Accounts each year must be exhausted. Any money remaining at the end of the year cannot be carried over and it is forfeited. <b>"Use it or lose it"</b></li> </ul>		

*Every effort has been made to make certain that the information in this communication is accurate. However, this communication is only intended to give you an overview of your benefit plans and does not contain all the details about the benefits provided, exclusions and other terms and conditions of the plans. Your benefits are determined according to official plan documents. If the information in this communication differs from the plan documents, the plan documents will govern in all cases. The University may amend or terminate these plans or any benefits provided by these plans at any time. Neither this communication nor any of the University's policies for benefit plans should be considered a contract for purposes of employment or payment of compensation or benefits.*