

GETTING STARTED with a Pre-Tax Account

Health Care Flexible Spending Accounts and Dependent Care Flexible Spending Accounts are pre-tax benefit accounts that save you money on eligible health care and daycare expenses.

Here are 6 simple facts to get you started:



1. PRE-TAX DOLLARS

You save money with pre-tax accounts since you don't pay Federal, State, or FICA taxes on the payroll contributions. Contributions are deducted from your paycheck before taxes are calculated.

2. HEALTH CARE FSA

The Health Care FSA reimburses you for eligible health care expenses. You can use a debit card at point of sale or submit reimbursements online, use your Smartphone, or send in a paper reimbursement form. Remember to keep and submit your itemized receipts to us when requested! The 2019 Health Care FSA annual election limit is \$2,700 per employee. The IRS has not yet announced the 2020 limit.



3. DEPENDENT CARE FSA

The Dependent Care FSA reimburses you for eligible daycare expenses for dependents up to age 13 tax-free. The annual election limit is \$5,000 per family. You can submit reimbursements online, use your Smartphone, or send in a paper reimbursement form.

4. ROLL OVER

Up to \$500 of unused Health Care FSA dollars can be rolled over to the next plan year for eligible participants. Unused Dependent Care FSA dollars cannot be rolled over to the next year.



5. COBRA & HEALTH CARE FSA

In some instances, Health Care FSAs can be continued through COBRA after termination. Dependent Care FSAs cannot be continued through COBRA.

6. CONTACT US

Access account information including transactions and contributions, online at www.121benefits.com or on the 121 Benefits Mobile App.

Questions?

Email CustomerService@121benefits.com
Call 612.877.4321 or 800.300.1672

