

## **Section 125 Cafeteria Plan / FSA**

Employees may elect to have a dollar amount per pay period withheld that is pre-tax up to \$2,000 annually. Expenses must have been incurred in the plan year and claimed within 90 days after the plan year or forfeited. Prior to each plan year ending September 30, employees will be offered the opportunity to change elections for the following plan year. Elections may be made during the year if a qualifying change in status event occurs. For more information, contact Payroll.

### **Health Flexible Spending Account:**

The Health Flexible Spending Account enables you to pay for expenses allowed under Section 105 and 213(d) of the Internal Revenue Code which are not covered by our insured medical plan and save taxes at the same time. The Health Flexible Spending Account allows you to be reimbursed by the employer for out-of-pocket medical, dental and/or vision expenses incurred by you and your dependents. In addition you may claim reimbursement for your drug costs, including over-the-counter drugs. **You may not, however, be reimbursed for the cost of other health care coverage maintained outside of the plan or for long-term care expenses.**

### **Dependent Care Flexible Spending Account:**

The Dependent Care Flexible Spending Account enables you to pay for out-of-pocket, work-related dependent day-care cost with pre-tax dollars. If you are married, you can use the account if you and your spouse both work, or in some situations, if your spouse goes to school full-time. Single employees can also use the account.