



FLEXIBLE BENEFIT PLAN

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Administered by Discovery Benefits

WHAT IS A FLEXIBLE BENEFIT PLAN, AND HOW DOES IT WORK?

A Flexible Benefit Plan, often known as a Cafeteria Plan, is an excellent way to set aside pre-tax dollars for various types of qualified eligible expenses.

Your company offers the following services:

- ◆ **Health Care Flexible Spending Account:** This allows you to set aside pre-tax dollars for eligible medical expenses not covered by your plan. Typical qualified expenses include items such as prescriptions, hearing aids, and orthopedic goods. This type of Flexible Spending Account is only available to those not covered on an HSA qualified plan.
- ◆ **Health Care Limited Purpose Flexible Spending Account:** Those enrolled in the HSA qualified plan, can choose to participate in the Limited Purpose Flexible Spending Account. The qualified expenses allowed under the Limited Purpose FSA encompass only certain qualified expenses for Dental and Vision.
- ◆ **Dependent Care Flexible Spending Account:** This account allows you to set aside pre-tax dollars to cover day care expense for qualified tax dependents (e.g., children younger than 13 and adult dependents incapable of caring for themselves).

The IRS governs the overall maximum allowed amounts for the Health Care FSA and Dependent Care FSA accounts. The IRS maximums are shown below. Please speak with your employer regarding your maximum amounts.

IRS 2019 MAXIMUMS	
Health Care Flexible Spending Account	\$2,700
Dependent Care Flexible Spending Account *Account holder is married & files separate tax return	\$2,500
Dependent Care Flexible Spending Account *Account holder is married & files joint tax return or files as single / head of household	\$5,000

For a comprehensive list of qualified medical expenses, please visit the Discovery Benefits website at www.DiscoveryBenefits.com/eligibleexpenses.

Please see the Discovery Benefits flyers on the following pages for more detailed information about the Flexible Spending and Dependent Care Flexible Spending Accounts.

Please reach out to your Human Resources Department with any questions.