

FSA PARTICIPANT BENEFITS

Save money with FSA pretax benefit accounts.

A Flexible Spending Account (FSA) puts more money in your pocket by reducing your taxable income when you contribute pretax dollars to pay for common expenses like these:

HEALTHCARE FSA (HCSA)

- Medical/dental office visit co-pays
- Dental/orthodontic care services
- Prescriptions, vaccinations, and OTC
- Eye exams; prescription glasses/lenses

DEPENDENT CARE (DCAP)

- Daycare expenses
- Before & after school care
- Nanny/nursery school
- Elder care



TIPS

- Determine your elections based on your estimated out-of-pocket expenses for the year
- Your employer may offer other types of Benefit Accounts too; ask for details
- For a complete list of eligible expenses, see IRS Publications 502 & 503 at www.irs.gov

Increase your take-home pay by reducing your taxable income.

EXAMPLE: Richard makes \$30,000 a year and is in the 25% tax bracket with \$7,500 of tax withholding. He spends \$2,000 on medical expenses and \$4,000 on childcare annually. After taxes and those expenses his net take-home pay is \$16,500.

If he participates in the HCSA and DCAP and contributes that same \$2,000/\$4,000 pretax via payroll deduction, instead of paying taxes on \$30,000 he is only taxed on \$24,000 at 25%, which is \$6,000. This saves him approximately \$1,500 a year.

Consider this example:
(for illustration only)

		Here is his net annual take-home pay:	
<p>Richard has:</p> <ul style="list-style-type: none"> • Gross yearly pay of \$30,000 • \$6,000 per year in eligible HCSA & DCAP expenses 	<p>Without FSA</p> <ul style="list-style-type: none"> • \$30,000 taxed at 25% • \$6,000 spent using post-tax dollars <p>\$16,500</p>	<p>With FSA</p> <ul style="list-style-type: none"> • \$6,000 contributed pretax • \$24,000 taxed at 25% <p>\$18,000</p>	<p>That's a net increase in take-home pay of \$1,500 every year!</p>

To estimate potential savings based on your income and expenses, use the Tax Savings Calculator at www.tasconline.com/tasc-calculators.

See how easy it is to start saving with a TASC Benefit Account. See details on reverse.

How to participate.

It's easy to start saving with an FSA. Just follow 3 simple steps:

1. DECIDE how much you want to contribute.

For the FY25 plan year that runs from July 1, 2024 - June 30, 2025, benefit plan limits are as follows:

- FSA: \$250 minimum / \$3,200 maximum
- DCA: \$250 minimum / \$5,000 maximum

The more you contribute, the lower your taxable income will be.

However, it's important to be conservative when choosing your annual contribution based on your anticipated qualified expenses since:

- The money you contribute to your benefit account can only be used for eligible FSA expenses.
- Any unused FSA funds at the close of the plan year are not refundable to you after the 75-day grace period and 30-day runout periods end.



PLANNING TIPS

START by making a conservative estimate of how much you expect to spend on eligible out-of-pocket expenses for the year.

COMPARE your estimate to the IRS limits. If your estimate is higher than these annual contribution limits, consider making the maximum contribution allowed.

2. ENROLL by completing the enrollment process.

Your contribution will be deducted in equal amounts from each paycheck, pretax, throughout the plan year.

Your total annual contribution to a Healthcare FSA will be available to you immediately at the start of the plan year. Alternatively, your Dependent Care FSA funds are only available as payroll contributions are made.

SPECIAL FEATURES



MyCash Account: Included on your TASC Card for faster reimbursement deposits and non-benefit purchases.



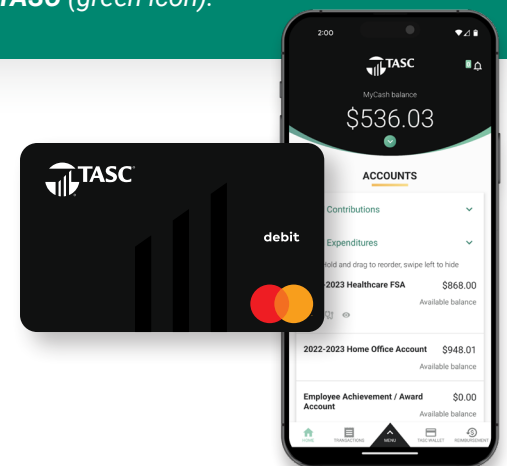
TASC Mobile App: Track and manage all benefits and access numerous helpful tools, anywhere and anytime! Search for TASC (green icon).

3. ACCESS your funds easily using the TASC Card.

This convenient card automatically approves and deducts most eligible purchases from your benefit account with no paperwork required. Plus, for purchases made without the card, you can request reimbursement online, by mobile app, or using a paper form.

Reimbursements happen fast—within 12 hours—when you request to have them added to the MyCash balance on your TASC Card. Access your MyCash funds in three ways:

1. Swipe your TASC Card at any merchant that accepts Mastercard. *(Individual merchant restrictions may apply.)*
2. Withdraw at an ATM (with a PIN) using your TASC Card.
3. Transfer to a personal bank account via web or app.



Questions? Contact us:



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