

Are you missing a piece to your Benefits puzzle????



D.C.A.

Dependent Care Flexible Spending Account

***Shouldn't
you
Benefit?***

Tired of rising daycare costs?

*Put the power
of daycare provider savings
into your own hands.*



**Febco Benefits
Administration**

Form: DCA10302015

P.O. Box 5010, Frankfort KY 40602

Toll Free Number: 800-489-1539 Fax: 502-695-9692

www.febco.com

Getting Started

Dependent Care Flexible Spending Accounts, or DCAs, are a great way for you to take advantage of a pre-tax benefit account offered through your employer. These accounts are a simple way for you to save on out-of-pocket daycare/private sitter. With Daycare costs continuing to rise, why wouldn't you participate in a DCA?

By taking advantage of your DCA, you can:

- Reduce your taxes
- Increase your take-home pay
- Pay for rising daycare/private sitter with pre-tax dollars

Maximum Contributions

The maximum you can contribute to a D.C.A. is:

\$2,500 Single

\$5,000 Family



Still unsure
about D.C.A.s?



How Can a Dependent Care FSA Save you Money?

Grab your paycheck and take a look at the withholdings. Notice that money was deducted to pay state and federal taxes and to fund Social Security (FICA) taxes? Wouldn't it be great to cut withholdings by setting money aside before taxes are calculated? With a Dependent Care Flexible Spending Account, that's precisely what you do.

How Does it Work?

You determine the dollar amount that your employer will transfer to your DCA before calculating taxes each pay period. Once these funds are transferred to your DCA, your gross income is lower (even though you have the money in another account), so the amount withheld for taxes is lower.

Shouldn't You Benefit?

Qualified D.C.A. Expenses

Daycare centers
Private Sitter
Elder care
Day camps
Preschool
After-school care
Nanny
Family child care

Non-Qualified D.C.A. Expenses

Meals
Overnight Camps
Diapers / Diaper Service
Educational Expenses (Including
Kindergarten)
Travel
Incidental Fees such as Activity Fees
Field Trips

Tell me more

The DCA daycare expenses you pay so that you (and your spouse) can work. The DCA covers daycare expenses for children up to the age of 13, and for Elder dependents (like aging parents) that live in your home. The account also covers a spouse or dependent that is physically or mentally challenged for whom you claim an exemption. To participate in the DCA, you and your spouse must work or attend school full time. Please note that if you're divorced or separated, the IRS only considers the custodial parent or guardian (the one who has custody 50% of the time) eligible for this account.

We make it Easy

If your Daycare Provider accepts MasterCard, Just swipe your Febco Benefits Debit Card to pay for your transaction. All that's required for reimbursement of your daycare expenses is a claim form or a dependent care acknowledgement form and valid documentation. All the forms you need are available in one place at www.febco.com.

Other Features:

- *Direct deposit for faster, paperless reimbursement.
- *Secure online access where you can check your account, view claims history, file claims, and more 24/7.
- *Dependent care acknowledgement form allows you to submit your claim and documentation only once a year.
- *Claims are processed fast and accurately in just 2-4 business days.
- *Reach us via phone, fax, email, or online.

Website:

FEBCO strives to provide self-service tools to fit each Participants unique needs.

Customers are offered full online access to their accounts.

www.febco.com



Customer Service Support

Our Customer Service
Representatives are able to assist customers with account balances and new card requests by calling Febco at 1-800-489-1539. We strive to provide self-service tools to fit each Participants unique needs. Customers are offered full online access to their accounts.

You got questions? We got Answers!

Debit Card Technology:

We believe that debit cards will continue to play an important role in the Dependent Care Flexible Spending Accounts. In addition to the anticipated growth of DCA accounts and corresponding debit cards, we expect further growth of DCA/FSA accounts. The rising cost of daycare providers and the consumer having to manage greater out-of-pocket DCA expenses resulting in an increased demand for accounts with a debit card component and associated reporting.

We can accommodate this growing need with the following services from our card:

- Healthcare Membership card used as a MasterCard card for debit transactions against the DCA, HSA, FSA and HRA accounts
- Data capture at provider and retail locations
- Real Time claims adjudication/substantiation through debit card use for DCA and FSA transactions
- Card Stacking (One card to access DCA, FSA and HRA funds (as described in plan documents)
- Fully integrated PBM functions for real time verification of eligibility and payment processing of DCA, FSA and HRA transactions



Dedicated Resources:

FEBCO, Inc. has assembled a team of specialists who have experience with the rules and regulations surrounding DCAs. Our Customer Service Representative division is made up of individuals who have several years' experience Debit Card Technology and DCA management.

Planning Worksheet

\$ _____ Daycare centers
\$ _____ Private Sitter
\$ _____ Elder care
\$ _____ Day camps
\$ _____ Preschool
\$ _____ After-school care
\$ _____ Nanny
\$ _____ Family child care

\$ _____ Daycare Year Total

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