

# Your Options

There are several accounts you can participate in with ProFlex:

## I: Premium Savings Account

This account allows you to pay for your employer-provided health and other insurance premiums with tax-free dollars, through payroll deduction. If you are covered under your employer's health and/or other insurance plans, you are automatically enrolled in this account. Be sure to let your employer know if you want your premiums paid tax-free.

## II: Healthcare Flexible Spending Account

This account reimburses you for healthcare expenses not covered by insurance. You set aside money, tax-free, through regular payroll deductions. During the year, you can be reimbursed directly from your account for those qualified healthcare services provided that are not covered by insurance.

Common expenses that qualify for reimbursement are: doctor visits, deductibles, co-payments, prescriptions, mental health care, dental services and orthodontics, chiropractor services, eye exams, glasses and contacts.

## III: Dependent Daycare Account

This account reimburses you for daycare expenses for eligible children and adults. Through regular payroll deductions, you set aside part of your income to pay for these expenses on a tax-free basis. To qualify, your dependents must be:

- A child under the age of 13, or
- A child, spouse or other dependent who is physically or mentally incapable of self-care and spends at least 8 hours a day in your household.

Qualified Expenses for reimbursement include—adult and child daycare centers, preschool and before/after school care. Please check with your Employer HR Dept. or Consociate Customer Service at 1.800.798.2422 for additional restrictions.

PLEASE NOTE: A dependent care credit is available on your annual tax return. Whether or not to participate in the daycare portion of this plan depends on your income, filing status, number of dependents and annual daycare expenses. You will also receive your tax savings throughout the year, rather than once a year when you file your taxes. Contact your plan administrator for further information.

