

ACCOUNT RULES AND CLAIM FILING

RULES FOR BOTH DEPENDENT CARE AND UNREIMBURSED HEALTH CARE SPENDING ACCOUNTS

- Only employees participating in the Cafeteria Plan can submit a voucher.
- \$25.00 minimum reimbursement until amount available for the plan year is less than \$25.00
- Employees can submit a voucher at anytime during the plan year and for a specified time (the Claim Rollout Period following the end of the plan year) as described in the Summary Plan Description.
- Terminated employees can submit a voucher for expenses incurred, while an active plan participant, up to Claim Rollout Period after the end of the plan year.
- Reimbursements can only be made for eligible expenses incurred during the current plan year.
- IRS rules stipulate that any money left in your account(s), after all reimbursements for the plan year have been processed, cannot be carried forward or returned. Money in one account cannot be used for expenses incurred in another account.
- You cannot receive payment from any other source for expenses reimbursed by a voucher, and you must certify that you are not eligible to bill any other source for the expenses.
- Attach copies of receipts from service providers, statements from providers reflecting the amount you are responsible for, or an explanation of benefits form from insurance carriers to the voucher. **Do not attach cancelled checks or credit card receipts.**
- Sign and date the voucher.
- Make a photocopy of the voucher and receipts for your records.
- Submit your voucher, with the attached receipts, to the administrator according to the procedures provided by your employer. Vouchers are available from the Human Resources Department.
- Refer to your Summary Description and Plan Brochure for eligible expenses.

DEPENDENT CARE EXPENSES

- You can use a dependent care expense account only if you pay dependent care expenses ***in order to be able to work***. Refer to your Summary Plan Description for eligible expenses. Your daycare services can take place either in or outside of your home. If you are married, ***your spouse must also work***, go to school full time, or be incapable of self-care for you to be eligible. **Once a child enters kindergarten, tuition is not an allowable IRS Dependent Care Expense.**
- Only (a) dependents under the age of thirteen or (b) dependent adults or children thirteen years or older who are mentally or physically incapable of self-care are covered.
- Your maximum contribution amount cannot be more than the smaller of (a) or (b).

A: Your income or your spouse's, whichever is smaller. (If your spouse is a full-time student or incapable of self-care, the IRS views your spouse as earning: \$3,000.00 per year with (one) dependent or \$6,000.00 per year with (two) or more dependents.)

-or-

B: \$5,000.00 per year if your tax filing status is "single", "married filing jointly", or "head of household"; \$2,500.00 per year if your tax filing status is "married filing separately".

- To be reimbursed, you must include the facility/provider name, address and tax identification number or the social security number, name, and address of the individual providing the dependent daycare service.
- The maximum amount you can be reimbursed, during the time you are covered in the plan year, cannot exceed the salary reduction amounts you have elected and made to the dependent care expense account less any previous reimbursements paid.