



Presents



Employers Increase Flexible Benefit Plan Enrollment

... And

Increase Payroll Tax Savings!

This MasterCard Debit Card

Saves you Payroll Taxes

...And

Replaces Reimbursement Checks



**Connecting your  
Employee benefits  
with your wallet**

## Employee Reimbursement is Just a Swipe Away!

### **Connect your employees to their:**

- Medical Reimbursement Accounts
- Dependent Care Reimbursement Accounts
- Health Savings Accounts

### **How the mySourceCard Works**

The mySourceCard is a MasterCard debit card that automatically reimburses your employees for eligible pre-tax expenses. Your employees can use the card to pay for their health care, dependent care, and HSA expenses at qualified locations that accept MasterCard, including doctor and dentist offices, pharmacy, and vision care locations. Approved expenses are automatically deducted from their pre-tax accounts-without the hassle of writing a check or paying cash at the point of service.

### **How is this card different?**

For the most part the card works just like any other debit card, except for three important differences:

- It is limited to specific merchants and eligible expenses, which are determined by the benefit account selected.
- Employees can't use it at an ATM for "cash back" when making a purchase.
- There is no PIN. When given the option between debit and credit, your employees will choose the credit option. In this way the card can be used over the phone or online just like a credit card but still limited to the account limit and other limits.

# Both Employers and Employees Win with the mySourceCard!

## Employers

- Plan Participation increases, which saves an employer at least 7.65% in FICA (in CA add Worker's Comp savings) for every employee dollar contributed
- Helps offset rising health care; employees are more willing to share part of the cost of health care if on a pre-tax basis
- Helps attract and retain good employees who are benefit conscious
- Improves employee morale; Fortune 1000 companies with employees who are asked to rank benefits, consistently rank Cafeteria Plans number 1.

## Employees

- Instant access to account funds-no out-of-pocket cash expenses
- Eliminates the wait for reimbursement checks
- 24/7 on line access to real-time account information-allowing employees to check their balance at any time-at myrsc.com
- Employees can use the card for over-the-counter drugs and medicines at [www.drugstore.com](http://www.drugstore.com)

## Sounds great—but what about IRS compliance?

In order to insure compliance, the mySourceCard pre-screens all card charges to make sure they are from a qualifying merchant or provider. A charge originating from a pharmacy would be accepted but a charge from a theater would be denied. Some charges will require receipts to be sent in, usually within 15 days.

Many claims such as office visit co-pays, prescription drug co-payments, over-the-counter drugs & medicines at participating stores, recurring monthly payments, do not require claim forms to be sent to Pacific Benefit Consultants, Inc., but the IRS does require that the employee keep receipts for all covered expenses.