

# Workable ... Solutions CareFlex FSA

## What is an FSA?

A Flexible Spending Account, or FSA, is a tax advantaged spending account that employees can contribute to for eligible dependent care expenses. The employee's contributions are deducted from their paychecks BEFORE tax is taken out. This saves employees a lot of money that would ordinarily go to Uncle Sam's wallet instead of their own.



## Why should I enroll in a CareFlex FSA?

Because you don't want to pay extra taxes on something (dependent care) that you are going to have to shell out for anyway! You'll save, on average, 25% on your dependent care expenses and that adds up.

## What's covered by my CareFlexFSA?

CareFlex FSA can be used to pay for qualifying dependent care expenses. Summer day camp, before and after-school care, daycare and nursery school are all examples of eligible expenses. CareFlex FSA is not just for your dependent children, either. It can be used for eldercare, as well. It is important to note that CareFlex FSA funds may only be used to pay for care that allows you to work if you otherwise would have to be at home as a caregiver for your dependent.



## How do I manage my CareFlex FSA account?

You will be able to access your CareFlex FSA account online 24/7. The online portal will allow you to check your account balances, file claims for reimbursement, and check the status of your claims.

## How difficult is it to spend my CareFlex FSA funds?

It's simple! The first time you make a payment at your dependent care provider, you will have to pay upfront as usual and submit a claim for reimbursement (via email or fax.) Any time after that, you can swipe your Direct Pay Benefits card. If your provider does not have a credit card terminal, you can submit subsequent claims by email or fax.



## Have an iPhone or Android phone?

We are releasing our iPhone and Android smartphone apps in November! In the first version, you'll be able to check your balance from your smartphone. In the next version (coming in early 2011) you will be able to submit claims for reimbursement simply by snapping a photo of your receipt with your smartphone's camera.

The best part? These apps are available to all of our participants at no cost.

**For more information please visit our client education site,  
[www.WorkableU.com](http://www.WorkableU.com)**