

**MAKE
EVERY
DOLLAR
COUNT!**

**Enroll in a Flexible
Spending Account**

Want a Smart Way to Offset Rising Costs?

As health care and dependent care costs continue to increase, you can soften the impact on your wallet by enrolling in a flexible spending account (FSA). By saving on taxes, you can effectively reduce the cost of your eligible expenses.

Start Saving:

Enroll in Your Spending Account

When you enroll in your benefits, you can also enroll in a health care and/or dependent care FSA, administered by Your Spending Account. There are two important items to consider when enrolling in an FSA:

1. It's important that you estimate your eligible health care expenses and/or dependent care expenses for the coming year. FSAs have a "use it or lose it" rule, so any funds remaining in your account at the end of the plan year will be forfeited.
2. Your employer's plan provides guidelines on which expenses are considered eligible (visit the Your Spending Account Web site for a listing of eligible expenses). Remember to save your receipts in case you are asked to verify that your expenses comply with these guidelines.

The Basics

Flexible spending accounts (FSAs) are a valuable part of the benefits package provided by your employer.

They allow you to set money aside each year for eligible health care and/or dependent care expenses **before** taxes are deducted from your paycheck.

Participate in Three Easy Steps!

1. Enroll in an FSA—Contributions are deducted from your paycheck automatically.*

2. Make eligible purchases—A health care FSA typically covers doctor office copays, coinsurance, prescription drugs, and health care supplies (e.g., bandages and crutches). The dependent care FSA covers day care, before- and after-school programs, summer day camp, and even adult day care.

3. Submit claims using the Your Spending Account™ Web site—You can be reimbursed through direct deposit by signing up online! Please note that reimbursements from a dependent care account can only be made if there are sufficient contributions in your account.

Don't Miss Your Chance to Save!

Open enrollment is the primary time to enroll in an FSA. Start thinking about your anticipated eligible out-of-pocket health care and/or dependent care expenses for the upcoming year and how much you would like to set aside. Don't miss out on this great opportunity to **save money** by using before-tax dollars for eligible health care and/or dependent care expenses.

*The annual dollar amount you choose is divided by the number of pay periods to determine a consistent deduction from each paycheck.

No Cash? No Worries.

Reach for the YSA Card Instead!

When you enroll in a health care FSA, you'll be issued a Your Spending Account card (YSA card) that you may use to pay for eligible expenses, rather than paying out of pocket. The YSA card is a prepaid card that allows you to pay for eligible health care items—all you have to do is provide your card and save receipts! Your Spending Account will notify you if itemized receipts or additional documentation is required to validate your purchase.

Save Time and Paper

Your Spending Account offers several ways to validate your health care purchases automatically—eliminating the need for you to send receipts. For example, your expenses will be automatically validated and deducted from your account when you use your YSA card to purchase eligible items at the select merchants listed on the YSA Web site.

YOUR spending ACCOUNT™

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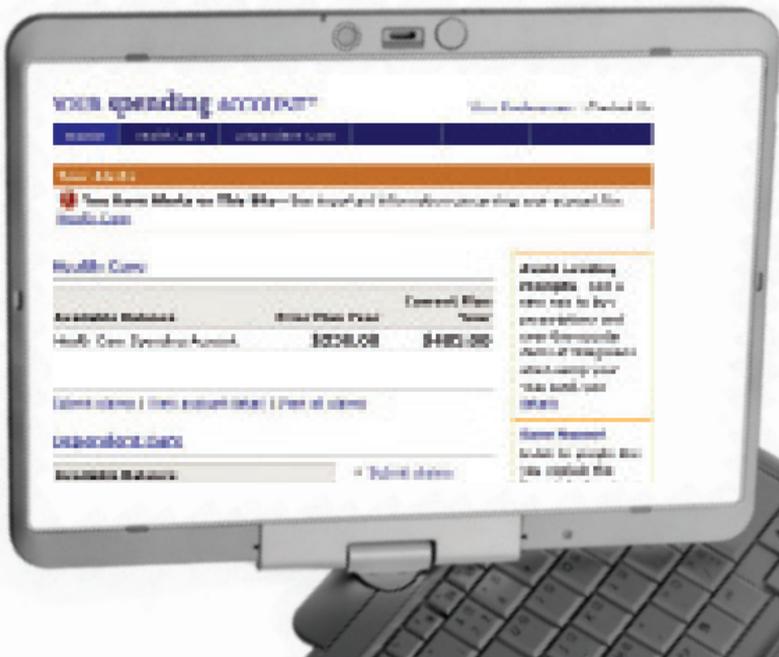
SAMPLE A SAMPLE



Access and Manage Your Spending Account Online

When you're enrolled and visit the Your Spending Account Web site, you'll be able to:

- Submit and review the status of your claims.
- Access comprehensive listings of eligible expenses and approved merchants.
- Learn why submitted claims may need your follow-up and what to do about it.
- Manage your current account balance(s).
- Find information on other FSA guidelines.



How Much Can YOU Save?

Spending accounts **reduce your taxable income**, which means that **you'll pay less** in annual taxes. For example, assuming that you are married with one child, have a combined household income of \$50,000 per year, that you typically spend \$3,000 per year on eligible out-of-pocket health care expenses, and that you contribute this amount to your FSA, your estimated **tax savings** would be approximately **\$679** per year.*

*This example is based on 2009 tax tables and makes certain other assumptions, such as that the standard exemption and deduction apply. Your individual tax situation may vary. You may wish to consult a tax professional about your individual situation.

Know What's Eligible

To get the most from your FSA account, it's important to understand which items are considered eligible expenses through Your Spending Account. Last March, the President signed into law the Patient Protection and Affordable Care Act, along with the Health Care and Education Reconciliation Act of 2010. Together, these pieces of legislation make up "health care reform," which you've likely heard much about in the news.

A major provision of this legislation affects the items that are considered eligible for FSA reimbursement. Effective January 1, 2011, over-the-counter (OTC) medicine will no longer be eligible for FSA reimbursement without a prescription from your medical provider. In addition, you will no longer be able to purchase OTC medicine with the Your Spending Account card.

Health care supplies, however, will continue to be eligible without a prescription. For additional clarification on the difference between OTC medicine and health care supplies, visit the Your Spending Account Web site.

Common examples of eligible items are shown in the chart below.

Eligible Expenses	Eligible Service Providers
<ul style="list-style-type: none">• Prescriptions• Medical copays and deductibles• Dental work• Contact lenses• Health care supplies• Over-the-counter medicine*	<ul style="list-style-type: none">• Select merchants• Pharmacies• Doctor and dental offices• Hospitals• Medical clinics• Vision centers

*Requires a prescription from an authorized health care provider.