



# Flexible Compensation Enrollment Form

Make sure to sign and date the enrollment form. Every line must be completed. Please enter zero (0) where no amount is being deducted. Return the completed and signed form to your employer. For enrollment assistance call 1-800-422-4661. Have your enrollment form, Client ID, and company name ready. You may also enroll on-line at [www.tasconline.com](http://www.tasconline.com). Please Print

Employer Name \_\_\_\_\_ Client TASC ID Number \_\_\_\_\_

Participant Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Middle Initial \_\_\_\_\_

Participant TASC ID (if known) \_\_\_\_\_ Participant E-mail Address \_\_\_\_\_

Participant Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Date of first payroll \_\_\_\_\_

I request the following amount(s) to be deducted pre-tax:	Employee Plan Year Election Amount
1. Medical Expenses (Out-of-pocket medical expenses)	\$ _____
2. Dependent Day Care (Not to exceed \$5,000 in a calendar year)	\$ _____
3. Non-Employer Sponsored Premiums (Independently-purchased insurance)	\$ _____ n/a
4. Transportation Expenses	\$ _____ n/a

**AUTHORIZATION:** I certify the above information to be true to the best of my knowledge and that the children for whom I will be claiming dependent or child care expenses either reside with me in a parent-child relationship or are legally dependent on me for their support. I agree to have my compensation reduced by the deduction amount(s) stated above. I understand that any amounts remaining in my account(s) not used for qualified expenses incurred during the plan year will be forfeited in accordance with current Plan provisions and tax laws. I further understand that the Flexible Compensation deduction(s) will be in effect for the entire Plan year and cannot be changed or revoked except as permitted by federal law. I understand that my share of eligible group premium(s) will be automatically deducted before taxes. I also understand that if I do not wish to have my eligible insurance contributions deducted pre-tax and prefer to be taxed on these dollars, I will contact my payroll department. I understand that my medical information related to this Plan will be shared with my spouse, dependent, or legal guardian unless I contact the employer otherwise.

Signature \_\_\_\_\_ Date \_\_\_\_\_

## Enrollment Form Instructions

**Client ID and Employer Name:** Enter your Client ID and Employer name in the space indicated. Refer to your employer for the correct Client number and Employer name. Make sure to have this information available when calling for enrollment assistance. Check whether this enrollment is for a new (first-time) enrollment or for the renewal of a previous flexible spending account. If this is a mid-year election, calculate only the number of payroll deductions remaining in the year.

**1. Medical Expenses:** This amount is usually paid per year toward deductible and co-insurance portions of health insurance, dental expenses, orthodontic expenses, eye care and other miscellaneous health care expenses. After determining the payroll amount, multiply that number by the number of payrolls to determine your annual election. Check with your employer for the amount you may deduct.

**2. Dependent Day Care:** Amount paid for day care expenses per year. The maximum allowable amount under IRS regulations is \$5,000 per calendar year per family. This limit holds fast regardless of the number of dependents you may have.

**3. Non-Employer Sponsored Premium:** Privately purchased insurance premiums, including health, disability, cancer and term life insurance. Group insurance premiums deducted from your paycheck for your employer-sponsored plans **DO NOT** qualify within this category. Insurance premiums deducted through your spouse's employer are not eligible. Term life insurance premiums for the employee only can be deducted up to the first \$50,000 (in death benefits), including any term life insurance elected through your employer sponsored premiums to determine limits.

**4. Transportation Expenses:** Amount paid for costs per year associated with a commuter highway vehicle to travel to and from work. Includes costs associated with transit passes as well as qualified parking. Federal limits apply. Contact your employer or FlexSystem for details.

## Pre-Tax Example

	Without FlexSystem	With FlexSystem
Gross Pay	\$3,500/mo	\$3,500/mo
<b>Pre-Tax Benefits</b>		
-Medical/Dental Premiums	0	300
-Medical Expenses	0	100
-Dependent Care Expenses	0	400
<b>TOTAL</b>	<b>0</b>	<b>800</b>
Wages subject to tax	3,500	2,700
Federal Tax	525	405
FICA Tax (Social Security)	268	207
State Tax	175	135
Out-of-Pocket expenses	800	0
<b>Spendable Income</b>	<b>1,732</b>	<b>1,953</b>

**Net Increase in Take-Home Pay = \$221/mo**

This is just an illustration and actual numbers may vary. Paying certain qualified expenses before tax increases your take-home pay.

## Questions Frequently Asked by Employees

### 1. What does FlexSystem offer?

FlexSystem offers you a choice to pay for certain qualified benefits on a pre-tax basis. Paying for certain benefits with pre-tax dollars reduces the amount you pay in taxes and increases your take-home pay. Every dollar paid on a pre-tax basis results in a savings to you. (See example in box.)

### 2. Any cost or fee to me?

No.

### 3. Must I participate in my employer's health insurance?

FlexSystem is not tied to any insurance plan or company. You may participate in FlexSystem regardless of your particular insurance provider.

### 4. What are qualified medical expenses?

These expenses include dental care, prescriptions, eyeglasses, and out-of-pocket medical expenses not covered by insurance. In addition, any over-the-counter medication needed to alleviate or treat personal injuries and/or illness are eligible. However, vitamins and other dietary supplements taken for general health purposes are not eligible. Here are some examples of eligible expenses. (This list is for reference only. For an entire listing visit [www.irs.gov](http://www.irs.gov))

Alcoholism, treatment of  
Ambulance hire  
Birth control  
Braces  
Chiropractors  
Co-insurance  
Contact lenses and cleaning solution  
Deductibles  
Dental fees, unless cosmetic

Diagnostic fees  
Eyeglasses, including exam fee  
Hearing devices and batteries  
Insulin  
Laboratory fees  
Medical supplies  
Nurses' fees  
Orthodontia  
Orthopedic shoes

Over-the-counter medications  
Prescribed medicines  
Psychiatric care  
Routine physicals and other non-diagnostic services and treatments  
Surgical fees  
Transportation expenses primarily for rendition of medical services  
X-rays

### 5. How does the Dependent Care Account compare with the tax credit available on the individual Form 1040?

The circumstances that determine which option offers greater savings vary from family to family, as such, the decision to choose the tax credit or the dependent care deduction may be made on a case by case basis only. Participation in FlexSystem results in an immediate savings on Federal, State and Social Security tax, whereas the Federal credit will affect Federal Income Tax only and will be taken at year-end.

### 6. How does a Cafeteria Plan affect Social Security benefits?

Reduction of your Social Security benefits will be minimal and is offset by the tax savings and lower health care costs available under FlexSystem. To compensate for this minimal reduction you may consider increasing your retirement plan funding.

### 7. Under what circumstances can the annual election be changed?

The elections may be changed only if there is a change in family or employment status. See the "Change of Elections Form" for more detail.

### 8. What is the "Use-It-or-Lose-It" rule?

Any funds left unused at the end of the Plan Year will be forfeited. Take precautionary steps to avoid having balances in the Flexible Spending Accounts at year-end. The key is to be conservative when making elections.

### 9. Who determines the rules and regulations of FlexSystem?

Flexible Spending Accounts are regulated by the IRS. Our documentation guidelines are intended as a means to ensure eligibility of your requests for reimbursement. It is the participant's responsibility to comply with these guidelines and to avoid duplication of requests or submission of ineligible charges. Failure to adhere to the above requirements could lead to payment delays or denial of expenses.

In the event of an error or omission in the course of administering the Plan on behalf of the employer and participating employees, TASC will notify and remedy the error or omission within a reasonable period of time following the error or omission. The employer and employees agree to TASC's procedures for making any corrections, including but not limited to payroll reduction. An error by the employer or TASC does not constitute an assumption of liability for the amount of the error.

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