

FLEXCHOICE



A Simple Plan for Ensuring Your Family's Well-Being

What is the FlexChoice FSA?

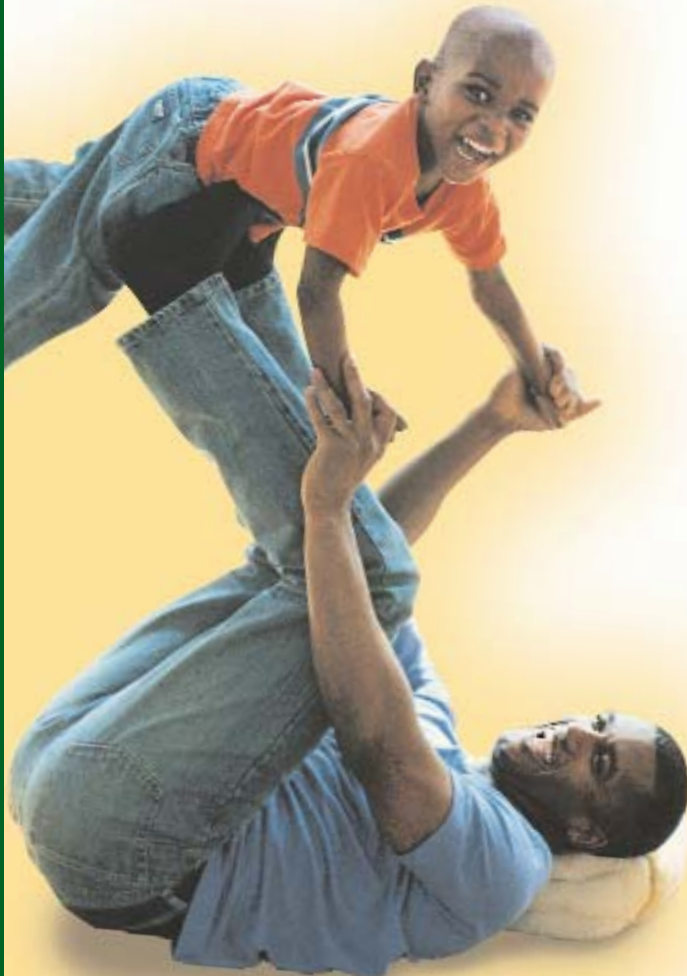
FlexChoice is a flexible spending account (FSA) plan that is offered through your employer and administered by Sentinel Benefits Group, Inc. A flexible spending account is one of the most valuable employee benefits your employer can offer. It allows you to withhold pretax dollars from your paycheck to pay for qualified, non-reimbursable health related and dependent care expenses.

How Does FlexChoice Work?

Participating in FlexChoice is easy. You decide how much to contribute and whether to participate in the Healthcare FSA, Dependent Care FSA, or both. When you incur an eligible expense, you simply submit a claim to Sentinel Benefits for reimbursement. Your employer and Sentinel Benefits do the rest.

Your employer automatically deducts the amount you elect from your paycheck pre-tax. Sentinel Benefits processes reimbursement benefits weekly via direct deposit or by mailing you a check. To protect your privacy, your claim records are kept confidential by Sentinel Benefits.

“Faced with soaring health care bills, companies are shifting more of the costs to workers. One way to ease the burden is by signing up for a flexible spending account. Money in a flex spending account is exempt from federal, state and payroll taxes. Using pre-tax dollars can slash your out-of-pocket cost by a third or more.”



“ Flexible spending accounts

may be the most valuable

benefit you are not using.”

—RAY MARTIN, CBS BROADCASTING INC.,
NEW YORK

What FlexChoice Covers

The FlexChoice FSA covers an extensive range of out-of-pocket expenses. This includes everything from healthcare expenses such as deductibles, co-pays, orthodontics, eyeglasses, over-the-counter drugs or prescription drugs to dependent care expenses such as caregivers for an elderly parent or your child’s summer day camp. FlexChoice helps you better prepare for and manage unavoidable out-of-pocket costs while reducing your taxes. Refer to the examples on the right to see how quickly out-of-pocket health and dependent care expenses can add up.*

*Check with your personal tax advisor concerning your personal circumstance. Sentinel Benefits does not provide tax advice and the examples shown should not be construed as advice.



LISA ADAMS, AGE 26, unmarried. Lisa has medical and dental insurance at work. She learned very quickly that even with insurance, she still has significant out-of-pocket expenses.

Healthcare Related Expenses

Co-pays for Doctor Visits	\$75.00
Optician Visit	100.00
New Eyeglasses	235.00
Dental Cost for Root Canal	400.00
Prescription Co-pay	30.00
Total Eligible Expenses	\$840.00

Tax Savings with FlexChoice FSA

Healthcare FSA Expenses	\$840.00
Marginal Tax Rate	28%
Estimated Tax Savings	\$235.20



ROGER AND SUSAN COLLINS, AGES 35 AND 33, have two children ages 18 months and 3 years old. As their family grows, the Collins’ are finding that their insurance leaves them vulnerable to significant out-of-pocket costs.

Healthcare Related Expenses

Well Baby Visit Copays	\$50.00
Children Sick Visit Copays	75.00
Roger’s Maintenance Prescription	100.00
Susan’s Contact Lenses (solutions)	350.00
Roger’s extensive dental work	225.00
Family Prescriptions	235.00
Total Eligible Expenses	\$1,035.00

Tax Savings with a FlexChoice FSA

Healthcare Expenses	\$1,035.00
Dependent Care Expenses	\$5,000.00
Total Expenses	\$6,035.00
Marginal Tax Rate	33%
Estimated Tax Savings	\$1,991.55

Dependent Care Related Expenses

Children are in daycare while Roger and Susan work. The annual cost for this care exceeds \$5,000.00.



HENRY AND MEREDITH BRINKER, AGES 57 AND 56, have no children living at home. Meredith’s aging mother, Olivia, who is a qualified dependent, lives with them and needs help at home while Henry and Meredith are at work. While the Brinkers are insured at work, Olivia is covered only through Medicare.

Healthcare Related Expenses

Henry’s Maintenance Prescription	\$350.00
Meredith’s Annual Exam & Tests	250.00
Family Dental Visits	250.00
Olivia’s Medication (not insured)	750.00
Total Eligible Expenses	\$1,600.00

Tax Savings with a FlexChoice FSA

Healthcare Expenses	\$1,600.00
Dependent Care Expenses	\$3,500.00
Total Expenses	\$5,100.00
Marginal Tax Rate	35%
Estimated Tax Savings	\$1,785.00

Dependent Care Related Expenses

The annual cost for Olivia’s care at the Brinker’s Home is \$3,500.00

See More Tax Savings with a FlexChoice (FSA)

How to Participate in FlexChoice

You can only elect to participate in this program during your company's open enrollment period – unless you're new to your company or have experienced a change in family status. Contact your Human Resources department for this year's open enrollment dates.

To learn more about the benefits of FlexChoice, visit www.sentinelbenefits.com. You'll find everything you need to participate online:

- Research eligible expenses and relevant IRS information.
- Download enrollment, claim and direct deposit forms.
- Learn about the SmartFlex® debit card and why it may be right for you.
- Check your tax savings using the calculator.

Make the Most of Your FlexChoice FSA

- Check the status of your account and claims online anytime.
- Review your Summary Plan Description or contact Human Resources for details on your company's FSA contribution limit.
- The contribution limit for the Dependent Care FSA is the lesser of \$5,000 per year per family, or 100% of the lowest paid spouse's income.
- Guidelines on all eligible FSA expenses, including over-the-counter drugs can be found at www.sentinelbenefits.com.
- You may only elect a FlexChoice FSA or make changes to elections during your employer's open enrollment period, upon joining your company, or if you experience a qualified change in family status.
- Carefully estimate your FSA contributions since money not spent during the plan year is forfeited.
- Use the calculator on our website to estimate your yearly expenses and potential savings
- Only the expenses incurred during the plan calendar year are eligible for reimbursement.

GET THE ANSWERS YOU NEED

For answers to all your specific questions,
email us at flexhelp@sentinelbenefits.com, or visit our website
www.sentinelbenefits.com
or call toll-free: 888-762-6088 8am-6pm EST.

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BENEFITS

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