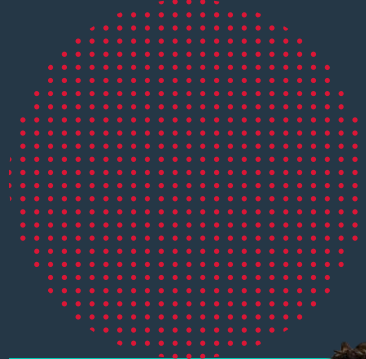




Cleveland Metropolitan School District





Medical flexible spending account

(Medical FSA)

Medical flexible spending account



Funds on day 1



Discount



Plan ahead

Medical FSA covers...

Eligible expenses include: **medical,**
dental, vision, and **preventative**



Annual contribution limit

2025 medical FSA maximum:

\$3,200

Contribute and spend funds tax-free

Pay for eligible out-of-pocket healthcare expenses



Meet Ashley

Ashley is a 33 year old college graduate working in Marketing.



Without Healthcare FSA

| | |
|---------------------------|-----------|
| GROSS ANNUAL PAY..... | \$60,000 |
| TAX RATE (18%) | -\$10,800 |
| NET ANNUAL PAY | \$49,200 |
| HEALTHCARE EXPENSES | -\$3,050 |
| FINAL TAKE-HOME PAY | \$46,150 |



With Healthcare FSA

| | |
|-----------------------------|-----------|
| GROSS ANNUAL PAY..... | \$60,000 |
| ANNUAL FSA CONTRIBUTION ... | -\$3,050 |
| ADJUSTED GROSS PAY | \$56,950 |
| TAX RATE (18%) | -\$10,251 |
| FINAL TAKE-HOME PAY | \$46,699 |

Take home this much more with a Healthcare FSA.

All figures in this table are estimates and based on an annual salary of \$60,000 and maximum contribution limits to the benefit account. Your salary, tax rate, healthcare expenses and tax savings may be different.

\$549



Medical FSA run-out



**January 1, 2025 –
December 31, 2025**



March 31, 2026 - Deadline to submit claims.

Medical FSA carryover



- The carryover allows you to roll over **up to \$640** to the next plan year
- Funds are available after the end of the run-out period – **April 2026**
- Allowed to elect full maximum regardless of carryover amount
- Only available for medical FSA funds



Dependent care flexible spending account

(dependent care FSA)

Why choose a dependent care FSA



Pre-tax benefit



Save money



Save strategically

Annual contribution limit

2025 dependent care FSA maximum:

\$5,000 per household

- Contribute and spend funds tax-free
- Pay for qualified dependent care expenses
- Recurring Dependent Care Form



Meet Kenneth

Kenneth is a 36 year old single father with two children in daycare.



Without dependent care FSA

| | |
|------------------------------|-----------|
| GROSS ANNUAL PAY..... | \$60,000 |
| TAX RATE (18%) | -\$10,800 |
| NET ANNUAL PAY | \$49,200 |
| DEPENDENT CARE EXPENSES | -\$5,000 |
| FINAL TAKE-HOME PAY | \$44,200 |



With dependent care FSA

| | |
|-----------------------------|----------|
| GROSS ANNUAL PAY..... | \$60,000 |
| ANNUAL FSA CONTRIBUTION ... | -\$5,000 |
| ADJUSTED GROSS PAY | \$55,000 |
| TAX RATE (18%) | -\$9,900 |
| FINAL TAKE-HOME PAY | \$45,100 |

Take home this much more with a dependent care FSA

All figures in this table are estimates and based on an annual salary of \$60,000 and maximum contribution limits to the benefit account. Your salary, tax rate, dependent care expenses and tax savings may be different.

\$900



Dependent care FSA grace period and run-out



**January 1, 2025 –
December 31, 2025**



March 15, 2026 - Deadline to incur claims.



March 31, 2026 - Deadline to submit claims.

› IRS Regulations

Qualifying status changes include:

- **Elections cannot** be changed mid-year
- **Qualifying** status changes
- **Marital** status
- **Number** of dependents
- **Job** status
- Daycare cost/ provider **change**
- **30 days** to make changes



WEX benefits card



- Free benefits card
- Minimize the amount of out-of-pocket spending
- Valid for three years
- Instant access to plan funds

Claim filing



The best form of documentation when submitting a claim is an **itemized receipt** from your provider

Any documentation provided must contain the following information:

- **Name** of the provider
- **Date** the service was received
- **Description** of the service received
- **The amount/cost** of the service received

Claim filing options



Mobile app, online account or manual claims

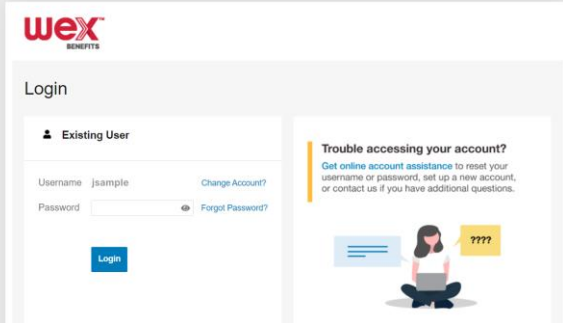
Processed within two business days



Choose direct deposit or paper check

Direct deposit – FREE
\$25 minimum reimbursement
for paper checks

Account Access



Online account



Mobile app



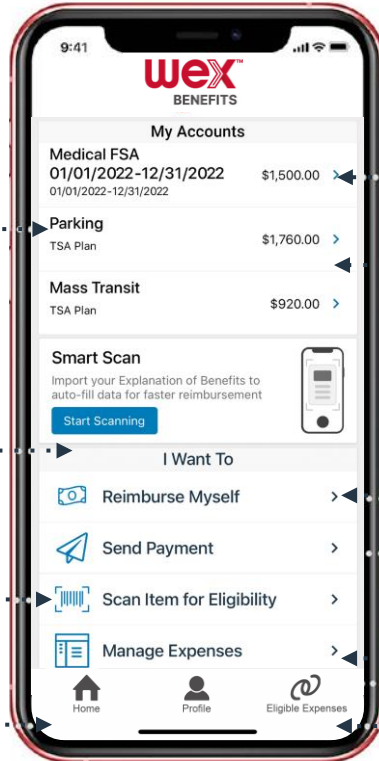
With our mobile app you can:

Get instant notifications on the status of your claims.

File a claim and upload documentation in seconds using your phone's camera.

Scan an item's barcode with your phone's camera to determine if it is an **IRS code 213(D) eligible expense**.

Report a card as lost or stolen.



Check your balance and **view** your activity.

Easily move funds from your HSA into your bank account to cover eligible expenses.

View current HSA investments balance, recent activity, and rate of return.

Reset login credentials.

Login with your Face ID.

Security on the go



Our mobile app uses secure encryption and won't store pictures on your phone, keeping your documentation safe and secure. Login is protected by a four digit passcode of your choosing. You can also log in with your thumbprint on Apple devices.

Download the app for free on Apple and Android smartphones and tablets.



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