Lifetime Benefit Solutions



Dependent Care Flexible Spending Accounts

Reduce taxes while saving for child care or after-school programs.

Reduce taxes while saving for child care or after-school programs. Learn the value of having a Dependent Care Flexible Spending Account (FSA) to manage the costs that come with caring for your loved ones. Your future self will thank you.

What is a Dependent Care FSA?

A Dependent Care FSA is a special account used to help cover expenses related to caring for children under age 13, or dependents of any age who are physically or mentally impaired. Qualified expenses include day care centers, caregivers, and after-school programs.

Bonus: tax benefits

You don't pay taxes on the money you contribute to a Dependent Care FSA, so you'll save an amount equal to the taxes you would have paid.

That could add up to $154 in spending money each month!*

A look at the details

- Dependent Care FSA **contributions will be deducted directly from your paycheck** pre-tax.
- These are **employer-owned accounts,** so they're not portable if you leave your employer.
- Plans run for 12 months (typically starting on January 1) and you must **enroll/re-enroll every year.**
- You **can only access the amount you have contributed** into the account.
- Contribution limits are **$7,500 for 2026.**
- You typically have **90-120 days to file claims** after the end of the plan year.
- You have to use all of the funds within the plan year or you could lose them. **Some employers offer a grace period.**



Employees receive:

- Web access to transaction history, available benefits, and claims history
- A single debit card to be used at the point of service (for employees whose employers select a debit card option)
- Fast and accurate claims reimbursements
- A free online calculator to plan savings

So, let's get started.

It's easy – just select a Dependent Care FSA during open enrollment, and you'll be on your way to making the most of your money.

Contact your HR department with questions or fill out the enrollment form to get started. Your future self will be glad you did.

* Based on a $4,000 monthly gross income. For illustrative purposes only. Exact savings will vary based on the individual's tax bracket.

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B-8110/21300-25LBS

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