



# Increase your Take Home Pay

## Why should I choose a Dependent Care Flexible Spending Account (FSA)?

A Dependent Care FSA is a benefit that allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for eligible dependent care expenses each year. The Dependent Care FSA lets you pay for eligible dependent care expenses while you reap the benefits of additional tax savings. You're spending the money either way. This way, eligible childcare and other dependent care costs are a little less.\*

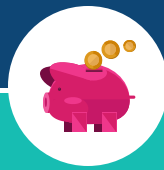
\*Based on a 30% tax bracket.

### Daycare is Expensive



The average cost to provide center-based child care for an infant in the United States is \$1,230 per month. In a family child care home, the average cost is \$800 per month.

### IRS limits on tax savings



The IRS sets the maximum dollar amount you can elect and contribute to a Dependent Care FSA. The annual contribution limit is:  
Household - \$5,000, per person (if married or filing separately) - \$2,500

### Increase your net take home pay



Potential Savings Example:  
A worker earns \$731.00 per week and is married with one child. Childcare cost is \$115 per week. Worker makes Dependent FSA election of \$96.00 per week. Workers net take home pay increases by **\$22.70**

### Plan and budget for Childcare



Use-or-lose. Don't forget to spend your FSA dollars. If you have not used all of your FSA dollars before the end of the plan year, you will forfeit any money left in your account.

### How to deal with changes to your childcare plan



Change your Dependent Care FSA election. if you experience a qualifying life event, such as:  
Change in marital status, birth or adoption of child, increase or decrease in childcare costs, change in daycare.

### Childcare Expenses



List includes but not limited to:  
Childcare center, babysitter, nanny (birth through age 12), summer day camp, before or after-school care, disabled dependent and/or spouse care, elder care



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