

# CAFETERIA PLANS

WWW.CAFETERIAPLAN.COM

## WHAT IS A CAFETERIA PLAN?

The plan allows you to elect an amount for the year that you plan to spend on out of pocket health care and day care expenses. The money is then taken out of your paycheck on a pretax basis, which means you can save around 30% in taxes!

You Save:

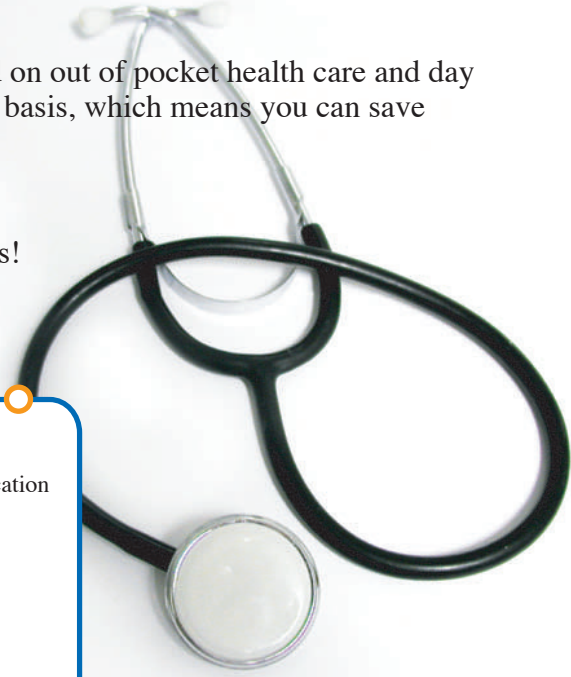
7.65% FICA

7.1% State

15%+ Federal

30%+ Savings

For example: If you pay \$100/month for braces with this plan, you could save \$360/year in taxes!



## WHAT TYPE OF EXPENSES ARE ELIGIBLE?

Acupuncture	Dental treatment	Orthodontia expenses
Alcoholism treatment	Eye exam	Over-the-counter medication
Ambulance	Eye glasses	Physical exams
Artificial limbs	Fertility treatments	Prescriptions
Artificial teeth	Fluoridation device	Private hospital room
Birth control devices	Guide dog	Psychiatric care
Childbirth classes	Hearing aids	Psychoanalysis
Chiropractors	Hospital services	Psychologist
Coinsurance amounts	Laser eye surgery	Physical therapy
Co-payments and deductibles	Medical services	Radial keratotomy
Contact lenses	Naturopathic	Sterilization
Crutches	Operations	Wheel chair
Diagnostic fees	Orthodontia (braces)	X-ray

## WHAT'S NOT COVERED?

Cosmetic surgery  
Diapers  
Exercise equipment  
Hygiene products  
Home pregnancy test  
Toothpaste, etc.  
Teeth whitening

... There are many additional items that are eligible.

To view a more complete list, view IRS PUB 502 at [www.CafeteriaPlan.com](http://www.CafeteriaPlan.com).

If you have children that need day care so that you and your spouse can work, you may be eligible to run those expenses through the plan. Imagine saving around 30% on your day care expenses. On \$5,000 your annual tax savings would be \$1,750!

## WHAT IF I DON'T HAVE ANY MEDICAL EXPENSES?

Although you may avoid doctors at all costs, the same isn't always true for your spouse and children. Braces, eye exams, glasses, flu shots, and prescriptions can add up quickly. Why not save around 30% on those expenses?

## DO I NEED TO SPEND ALL OF THE MONEY THIS PLAN YEAR?

Cafeteria plans generally require you to use all of your funds in the same plan year to avoid forfeiting money. Cafeteria plans can allow for a grace period time in the following plan year to spend unused funds. Please consult your Summary Plan Description or contact HR Department to determine if your plan allows a grace period. You can check your account balance 24 hours a day by logging on to our website.

## HOW DO I SIGN UP?

Fill out an enrollment form, and return it to your HR Department.

For additional information about the plan, please request a copy of the SPD (Summary Plan Description) from your HR Department.

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