

HEARING CENTER, INC.
FLEXIBLE SPENDING ACCOUNT

Flexible spending accounts are tax favored accounts that allow participants to set aside money pretax for eligible Medical and Dependent care costs.

Hearing Center, Inc. has elected to contribute dollars in your behalf to the Flex Spending Account. This amount is subject to change at the beginning of each calendar year. Once a year, at the beginning of the calendar year, you may elect to have a payroll deduction for additional contribution to the Flex Spending Account.

Healthcare Flexible Spending Account

Covers eligible healthcare expenses not reimbursed by any medical, dental or vision care plan you or your dependents may have.

Eligible dependents for this account include your spouse, children and any other person who is a qualified IRS dependent.

Dependent Care Reimbursement Account

Covers eligible dependent care expenses, incurred so you can work or if you are married, so you and your spouse can work. Eligible dependents are your children under age 13 and any other person who is a qualified IRS dependent, regardless of age, who is mentally or physically incapable of caring for him or herself. Additionally, the dependent cannot have income greater than the federal exemption level for that year. IRS mandates that no more than \$5,000.00 per household be set aside in the Dependent Care FSA for any given calendar year.

Claims submitted by the employee will be paid on a monthly basis at the end of each month. Claims for reimbursement should be submitted to the office manager, along with the reimbursement form, prior to the end of the month. If you request an amount greater than what you have available in your account, but less than your Annual election, the reimbursement will be made to you up to your available funds. As subsequent contributions come in through your payroll deductions, payments will be disbursed to you.