



How Does Your Flex Plan Work?

An Overview for Lupient Employees

Your Flex Plan Administrator:

Total Administration Services Corporation (TASC)
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Flexible benefit plans (or flex plans) take advantage of paying for selected items on a pre-tax basis. Before you pay taxes on your income, money is deducted to help pay for allowed expenses. Some money goes to pay your premiums for health/dental insurance; the rest is deposited into spending accounts for you. You can use those accounts to pay these items:

- Health, dental, and vision expenses
- Dependent care expenses

By using pre-tax dollars to pay for these products and services, you save federal, state, FICA, and FUTA taxes, in most cases. This means your take-home pay may increase.

The Flex Plan Advantage

Flex plans are designed to help you pay less tax and give you more take-home pay!

	<u>Without a Flex Plan</u> <i>All figures are annual</i>	<u>With a Flex Plan</u> <i>All figures are annual</i>
Annual Income	\$40,000	\$40,000
Pre-Tax Expenses (For example, medical/dependent care expenses to be reimbursed through flex plan.)	\$0	\$2,500
Taxable Income	\$40,000	\$37,500
Estimated Taxes @ 25% Rate	(\$10,000)	(\$9,375)
After-Tax Expenses (For example, medical/dependent care expenses.)	(\$2,500)	\$0
Net Take-Home Pay	\$27,500	\$28,125
Take-Home Pay Increase	\$0	\$625

Read more about your flex plan ➤