

# Help employees save on child and dependent adult care expenses

Many of your employees are caring for both their children and their aging parents at the same time, taking a toll on their financial and emotional health. MetLife's Dependent Care Flexible Spending Account (DC-FSA) can help them save on the costs of caring for the loved ones that depend on them. Our DC-FSA is easy to administer and offers tax advantages, and an integrated customer experience that can benefit both your workforce and your business.



Employees save up to **30%** on average on qualified expenses with a pre-tax DC-FSA.<sup>1</sup>

Covered expenses include work-related babysitting and elder care, preschool tuition and more.<sup>2</sup>

## Our Dependent Care FSA solution makes life easier for your employees and you

The costs of dependent care can add up. With a DC-FSA, your employees can use tax-free dollars to pay for qualified expenses.

## Designed with your business in mind

- With over 100 years of experience in core and voluntary benefits, our consultative approach and flexible plan designs across our entire range of 25+ benefits allow you to select and configure benefits to meet your employees' unique needs
- Integrated, end-to-end customer experience and consolidated account management across all of MetLife's benefit offerings
- Tailored employee educational resources and decision support tools to help employees understand and maximize the value of their benefits
- Analytic capabilities for additional insights across your employee population to drive increased participation and satisfaction

## Positive user experience for employees

- Simple, intuitive account setup and enrollment process
- Employees can easily pay qualified expenses using a smart, multipurpose debit card that knows which of their accounts to tap into
- 24/7/365 account access through a participant portal or an easy-to-use mobile app with powerful capabilities to manage accounts on the go
- Email alerts and online messages to keep employees updated
- One-click answers to benefits questions

## Tax advantages for everyone

- Employees fund their account with pre-tax contributions – up to the maximum amount set by IRS regulations for individuals or married employees who file joint returns or for married employees who file separately; employers may contribute toward the limit<sup>3</sup>
- Employers have the option of offering a grace period up to 2.5 months; otherwise, funds must be used within the calendar year or forfeited

**Contact your MetLife representative today.**

## What DC-FSA funds can be used for<sup>4</sup>:

- Before- and after-school child care and programs
- Licensed nursery schools
- Qualified childcare centers
- Elder care
- Sick child care
- Summer camp
- Preschool tuition
- Plus more<sup>2</sup>

1. Savings are based on estimated Federal, State and Local tax rate of 30%. The amount participants can save in taxes will vary depending on various factors, such as the amount they set aside in the accounts, their annual earnings, whether or not they pay Social Security taxes, the number of exemptions and deductions they claim on their tax returns, their tax brackets and their state and local tax regulations. Participants should check with their own tax advisors for information on how their participation will affect their tax savings.
2. See IRS publication 503 available at <http://www.irs.gov/pub/irs-pdf/p503.pdf> for a list of qualified expenses. In addition, there may be legislation or additional publications that may modify or expand available qualified expenses. Employees should refer to their employer's plan document(s) for the latest list of qualified expenses under their plan.
3. These contribution limits are subject to change and should be checked on an annual basis on the IRS website. Certain restrictions may limit the maximum contributions permitted.
4. Eligible dependents include any child (age 12 and under) who resides with a participant and for whom the participant is entitled to a personal tax exemption as a dependent and a spouse, parents, or other tax-dependent adults who reside with the participant and who are physically or mentally incapable of self-care.

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