

Open Enrollment for Flexible Spending Accounts



SOUTHERN TIER ENVIRONMENTS for LIVING, INC. Flexible Spending Account

October, 2014

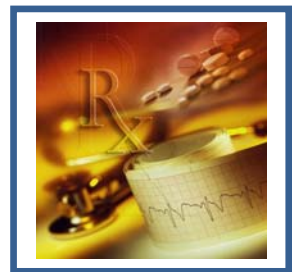
To All Eligible Employees:

We are almost to the end of the 12/1/2013 Pre-Tax Flexible Spending Account Year. It is now time to decide how much you want to contribute from your pay to be deposited to your Medical Reimbursement Account and/or the Dependent Day Care Account in 12/1/2014. The information in this packet will help you to make this decision.

Medical Reimbursement Account:

Pre-tax earnings pay for eligible, non-reimbursed medical expenses during the year.

Examples: Major medical deductibles and coinsurance payments, dental bills, orthodontics, Lasik eye surgery, eyeglasses or contact lenses, contact lens solution, hearing aids, lactation supplies, routine physicals, prescriptions, certain over-the-counter products, etc. Remember that medicinal over-the-counter items are only eligible if you have a prescription from your doctor.



Dependent Care Account:

Use pre-tax earnings to pay for Qualified Dependent Care expenses (to an annual maximum of \$5,000). Depending on your income, you might wish to use this benefit in lieu of taking the day care deduction on your income tax return.

IMPORTANT: *This election becomes effective December 1, 2014, and cannot be changed until the following December.* Your allocation to these accounts must be made prior to the beginning of the plan year and all allocated funds must be used to pay for expenses incurred during the plan year. Any unused money in your accounts at the end of the plan year is forfeited, so please take the time to carefully consider the amount you elect to contribute to this plan. You may now roll over up to \$500.00 from the 12/1/2013 plan year into the 12/1/2014 plan year.

The Enrollment Form for the new plan year is attached. **Complete the Enrollment Form if you elect to participate in this benefit.** All forms must be returned to Mark Wasiewicz **no later than** _____.



Please contact Beneflex, Inc. at 814-453-3107 or 1-800-454-3107 if you need assistance with your enrollment.