

Do your employees spend money on health care expenses or dependent care?

Would you like to pay less in payroll taxes?

If you answered “yes” to either question, now is the time to consider a Flexible Spending Arrangement (FSA) offered through the Bend Chamber.

Participation in the FSA increases your employee benefit offerings and it's easy to do!

How does it work?

- Each participating employee designates a yearly amount to contribute, up to \$2,600 for Health Related Expenses and up to \$5,000 for Dependent Care.
- You deduct a pro-rated amount before taxes from paychecks throughout the year. These funds are referred to as employee contributions.
- Your employees get their tax-free money back when they swipe their debit card or submit a claim for qualified expenses. Depending on their tax rate, this saves the employee up to 30% on health care and dependent care expenses. For example, if they designated \$1,000 per year, assuming their tax rate is 30%, they save \$300. That is \$300 that would have gone to taxes and instead is available for their use.
- The pre-tax employee contributions reduce payroll. This means you are not paying FICA or worker's compensation premiums on those dollars.
- QVI provides the administrative support for a minimal set-up and per employee per month fee (PEPM).
- Customer service support, 24/7 web access, debit card, grace period or carryover, plan documents and forms are included.

Who can participate?

- Members of the Bend Chamber that currently have a group health plan in place.
- Self-employed individuals (including sole proprietors), partners in a partnership and more than 2% shareholders in a “S” corporation can offer a FSA to their employees. They themselves are not eligible to participate.

What will it cost?

<i>Number of Participants per Employer</i>	<i>One-time Set Up Fee</i>	<i>Monthly Minimum or PPPM (per participant) Fee (whichever is higher)</i>
2 - 10	\$75	\$50
11 – 20	\$100	\$60
21 – 50	\$125	\$65 or \$3.35 PPPM
51 - 100	\$150	\$85 or \$3.10 PPPM
100+	\$175	\$95 or \$2.95 PPPM

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