

## Dependent Care Flexible Spending Accounts

### Eligible Dependent Care Expenses:

- Before and after-school care
- Pre-school
- Day camps
- Wages paid to a childcare provider in your home, including employment taxes
- Child care center
- Fees charged by a childcare provider working out of his or her home

### Ineligible Dependent Care Expenses:

- Kindergarten
- Child support payments
- Overnight camp
- Deposits for services not incurred
- Activity fees
- Meals
- Incidental babysitting

### Maximum Election:

- \$5,000 if you are a single parent or are married and file a joint tax return
- \$2,500 if you are married and you and your spouse file separate tax returns

### Other Important Facts:

- You may use the Dependent Care Flexible Spending Account if you (or you and your spouse, if married) require dependent care so that you and your spouse can work, or so that you can work and your spouse can attend school full-time.
- If either spouse works part-time their maximum Dependent Care benefit is limited to the spouse's earned income if less than the statutory max/election made for the year.
- You may request reimbursement of eligible expenses for a child who has not yet reached their 13<sup>th</sup> birthday and who is your IRS-defined dependent.
- You may also request reimbursement of eligible expenses for a spouse, older child or other individual who is an IRS-defined dependent and is physically or mentally incapable of caring for himself/herself. (For example, elder care is an eligible expense if provided for your IRS-defined dependent so that you can work.)
- You may either use this account or use the "Child-Care Credit" available from the IRS when you file your annual tax return. For many people the dependent care account provides greater savings.
- Your pre-tax withholdings for this account will be shown in Box 10 of your W-2. You will need to complete IRS Form 2441 with your annual tax return.

- Unless otherwise specified in your plan Summary Plan Description, you may make changes to your Dependent Care Flexible Spending Account election when:
  - You gain or lose a dependent because of marriage, birth, death, divorce, separation, adoption or a change in eligibility because of the age of a dependent.
  - You gain or lose responsibility for a dependent's childcare expense due to a court order.
  - You gain or lose eligibility for the plan during the year.
  - You experience a change in cost, hours of daycare used or a change in daycare provider.

For additional details on Dependent Care Flexible Spending Accounts, please refer to your Summary Plan Description (SPD). If you do not have a copy of the SPD, please see your Human Resources Representative.

You may also contact GDI at 800-626-3539 or [clientservices@gdynamic.com](mailto:clientservices@gdynamic.com).