

# CAFETERIA Plans

[www.NBSBenefits.com](http://www.NBSBenefits.com)

## What Is A Cafeteria Plan?

The plan allows you to elect an amount for the year that you plan to spend on out of pocket health care and day care expenses. The money is then taken out of your paycheck on a pretax basis, which means you can save around 30% in taxes!

You Save:

7.65% FICA

7.1% State

15%+ Federal

30%+ Savings

For example: If you pay \$100/month for braces with this plan, you could save \$360/year in taxes!

## What Type Of Expenses Are Eligible?

Acupuncture	Dental treatment	Operations
Alcoholism treatment	Eye exam	Orthodontia (braces)
Ambulance	Eye glasses	Orthodontia expenses
Artificial limbs	Fertility treatments	Over-the-counter medication
Artificial teeth	Fluoridation device	Physical exams
Birth control devices	Guide dog	Prescriptions
Childbirth classes	Hearing aids	Private hospital room
Chiropractors	Home pregnancy test	Psychiatric care
Coinsurance amounts	Hospital services	Psychoanalysis
Co-payments and deductibles	Laser eye surgery	Psychologist
Contact lenses	Medical services	Physical therapy
Crutches	Naturopathic	Radial keratotomy
Diagnostic fees		Sterilization
		Wheel chair

...There are many additional items that are eligible.

To view a more complete list, view IRS PUB 502 at [www.NBSBenefits.com](http://www.NBSBenefits.com).

If you have children that need day care so that you and your spouse can work, you may be eligible to run those expenses through the plan. Imagine saving around 30% on your day care expenses. On \$5,000 your annual tax savings would be \$1,750!

## What's Not Covered?

Cosmetic surgery  
Diapers  
Exercise equipment  
Hygiene products  
Toothpaste, etc.  
Teeth whitening

## What If I Don't Have Any Medical Expenses?

Although you may avoid doctors at all costs, the same isn't always true for your spouse and children. Braces, eye exams, glasses, flu shots, and prescriptions can add up quickly. Why not save around 30% on those expenses?

## Do I Need To Spend All Of The Money This Plan Year?

Cafeteria plans generally require you to use all of your funds in the same plan year to avoid forfeiting money. Cafeteria plans can allow for a grace period time in the following plan year to spend unused funds. Please consult your Summary Plan Description or contact your HR Department to determine if your plan allows a grace period. You can check your account balance 24 hours a day by logging on to

[www.NBSBenefits.com](http://www.NBSBenefits.com)

## How Do I Sign Up?

Fill out an enrollment form, and return it to your HR Department.

For additional information about the plan, please request a copy of the SPD (Summary Plan Description) from your HR Department.

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