

Benefits Handbook Date January 1, 2011

# **Spending Accounts**

MMC



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## Spending Accounts

*The MMC spending account plans benefits include:*

- *The Health Care Flexible Spending Account, to help you cover the cost of unreimbursed health care expenses for you and your dependents.*
- *The Limited Purpose Health Care Flexible Spending Account, to help you cover the cost of unreimbursed health care expenses for you and your dependents if you enroll in the Consumer Directed Health Plan (CDHP) and HSA.*
- *The Health Savings Account (HSA), a tax-advantaged savings account that is available if you enroll in the Consumer Directed Health Plan (CDHP).*

### Your Eligibility

This SPD handbook describes all of the benefit plans that MMC provides. In general, if you are eligible for benefits, you will only be eligible for *some* of the benefits described in the handbook.

Your eligibility typically depends on your employment/dependent status (e.g., active employee, retiree, dependent of employee or retiree) and the MMC business unit for which you work or worked.

- *The Dependent Care Flexible Spending Account, to help you cover the cost of care such as day care for your dependents so you can work.*

### **The CDHP Medical Option and Health Care FSAs**

You cannot use the regular Health Care Flexible Spending Account if you are enrolled in the CDHP and HSA. Instead, you have the option to use the Limited Purpose Health Care Flexible Spending Account. If you enroll in the CDHP, you can use the HSA to cover expenses that the Limited Health Care FSA cannot cover.

All of these spending account plans help you to save money, by allowing you to set aside money from your pay before most taxes are calculated and withheld, and put that money into an account you can use for certain expenses. You save because you are able to apply money that would otherwise have gone to pay taxes to your expenses.

The *Participating in Spending Accounts* section describes the rules the MMC spending account plans share in common regarding eligibility, enrollment, and other plan provisions that determine how you may participate in the plans.

### **Dependent Care FSA Is Not for Healthcare Costs**

The Dependent Care Flexible Spending Account is not for covering the costs of your dependents' healthcare. Your dependents healthcare costs can be covered with the healthcare FSAs.

The Dependent Care FSA is for expenses such as day care or elder care for your dependents, so that you can work.