forma

Don't lose the chance to put up to $1,500 back into your pocket this year!

Participating in a dependent care flexible spending account (FSA) is like receiving a 30% discount from your care provider.

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How does a dependent care FSA work?

A dependent care FSA is a flexible spending account that allows you to set aside pre-tax dollars for dependent care expenses, such as daycare, that allow you to work or look for work.

You choose an annual election amount up to the IRS limit. The money is placed in your account via payroll deduction, in equal installments, and then used to pay for eligible dependent care expenses incurred during the plan year.

Why should I enroll in a dependent care FSA?

Child and dependent care is a large expense for many families. Millions of people rely on child care to be able to work, while others are responsible for older parents or disabled family members.

If you pay for care of dependents in order to work, you'll want to take advantage of the savings this plan offers. Money contributed to a dependent care account is free from federal and state taxes and remains tax-free when it is spent on eligible expenses. On average, participants enjoy a 30% tax savings on their annual contribution. This means you could be saving up to $1,500 per year on dependent care expenses!

How do I use my dependent care FSA to pay for dependent care expenses?

You can use your Forma Debit Card to pay your provider for eligible dependent care expenses, or pay with your personal funds and submit a claim for reimbursement.

Qualifying expenses

Dependent care FSA funds can cover costs for:

- + Custodial care for dependent adults
- + Licensed day care centers
- + Before school or after school care for children 12 and younger
- + Nanny / Au Pair
- + Nursery schools or preschools
- + Late pick-up fees
- + Summer or holiday day camps

What doesn't qualify

Certain expenses are not eligible, for instance:

- - Expenses for non-disabled children 13 and older
- - Educational expenses including kindergarten or private school tuition fees
- - Expenses incurred prior to opening your dependent care FSA
- - Food, clothing, sports lessons, field trips, and entertainment
- - Overnight camp expenses
- - Late pick-up fees
- - Late payment fees for child care
- - Medical care for dependents

Dependent care FSA

Helpful hints:

- You must have funds in your dependent care FSA before you can spend them.
- You can't change your election amount during the plan year, unless you experience a change in status or qualifying event.
- Keep your receipts, you will need an itemized invoice for all reimbursement requests.
- Any unused funds that remain in your account at the end of the year will be forfeited. Plan carefully and use all the money in your dependent care FSA by the end of the plan year.
- The easiest way to manage your account is on the online portal or through the app.

Have questions?

Check out our FAQ page where you can find more information and details about your benefits, account, and eligibility. Or email support@joinforma.com for other questions.