

Pre-Tax Benefits Overview

What are pre-tax benefits?

Pre-tax benefits allow you to pay for every day essential expenses, such as healthcare, dependent care, and commuting, on a pre-tax basis. That means any contributions made to these accounts by you or your employer are exempt from income and payroll taxes. You can then use the account to purchase eligible expenses.

Why should I enroll in pre-tax benefits?

You likely already have eligible expenses in healthcare, dependent care, and commuting to work. By using money that is pre-tax (e.g. exempt from income and payroll taxes), you could save up to 40% on essential expenses.

How do I enroll in pre-tax benefits?

You will have the opportunity to enroll in pre-tax benefits during Open Enrollment, along with your other benefits.

How do I use the benefits?

All of your pre-tax benefits are loaded to your Benepass card. To access your account, download the Benepass mobile app or log into the [web portal](#) with your work email. You can use the same Benepass card for all qualifying purchases for all benefits (except the HSA) in which you are enrolled. You can also submit eligible expenses for reimbursement through the app or web portal.

What expenses are eligible?

That depends on the benefit. For details, please refer to the fact sheet for each individual benefit.

Pre-Tax Benefits include:

- ❖ Health Savings Account
- ❖ Health Flexible Spending Account
- ❖ Limited Purpose Flexible Spending Account
- ❖ Dependent Care Flexible Spending Account

Health Savings Account

What is a Health Savings Account (“HSA”)?

An HSA is a triple tax-free account that can be used for qualified medical expenses. It is triple tax-free because your contributions, interest and earnings from investments, and withdrawals from the account are not subject to regular income and payroll taxes.

What can I use it on?

- Co-pays, co-insurance, anything spent toward deductibles
- Prescription and over-the-counter medication
- Prescription glasses, contacts, eye care, vision exams, and other vision care
- Dental care (not including cosmetic dentistry)
- Menstrual products
- Any out of pocket medical, dental, and vision expenses
- Check out [IRS Pub 502](#) and [FSAstore.com](#) for a complete selection!

How much can I contribute?

To be eligible to contribute to an HSA, you must be enrolled in a High Deductible Health Plan. For plan year 2024, this means that your annual deductible for your health plan is at least \$1,600 for an individual and \$3,200 for a family.

For 2024, if you have an HDHP, you can contribute up to \$4,150 for self-only coverage and up to \$8,300 for family coverage. Age 55+ can contribute an additional \$1,000.

What happens at the end of the year?

If you have any money left in your HSA at the end of the year, it will roll over into the next year — and the next year, and the next.

In other words, although there are annual limits on how much you can contribute, you can keep whatever money you don’t spend, meaning you could save up quite a bit in your HSA over time, if that’s what you wanted.

Can I change my election?

Yes, you can update your election throughout the year. You can make contributions by deducting from your paycheck or in one lump sum at any point throughout the year.

How do I use the benefits?

All of your pre-tax benefits are loaded to your Benepass HSA card. If you have other benefits with Benepass, keep in mind that your HSA card is only applicable to the HSA because it’s a benefit you will keep even if your employment with your current company ends. To access your account, download the Benepass mobile app or log into the [web portal](#) with your work email. You can also submit eligible expenses for reimbursement through the app or web portal.

When can I enroll?	You will enroll during Open Enrollment for each calendar year. You may change your enrollment if you experience a qualifying life event. It is important to note that if you have a Benepass HSA that you will need fill out this enrollment form .
What is the min/max I can contribute?	Self: \$4,150/yr Family: \$8,300/yr
How much does the company contribute?	n/a
Who is eligible for this benefit?	Any full-time or part-time employee (W-2) enrolled in health deductible health plan
What expenses does this benefit cover?	Medical, dental, and vision care
Do I need a receipt?	Yes
What if I don’t use the full balance?	Your HSA balance always stays with you even if you depart the company.
What happens if I leave the company?	Your HSA balance always stays with you even if you depart the company.

Health Flexible Spending Account

What is a Health Flexible Spending Account (“FSA”)?

An FSA is pre-tax account that can be spent on qualified medical, dental, and vision expenses. Your contributions to the account and withdrawals on qualified expenses are exempt from regular income and payroll taxes.

Note: if you are also enrolled in a Health Savings Account (“HSA”), you will be eligible for a Limited Purpose FSA, which means you eligible expense are restricted to dental and vision.

What can I use it on?

- Co-pays, co-insurance, anything spent toward deductibles
- Prescription and over-the-counter medication
- Prescription glasses, contacts, eye care, vision exams, and other vision care
- Dental care (not including cosmetic dentistry)
- Menstrual products
- Any out of pocket medical, dental, and vision expenses
- Check out [IRS Pub 502](#) and [FSAstore.com](#) for a complete selection!

How much can I contribute?

The contribution maximum is \$3,050 for plan years starting in calendar year 2024.

What happens at the end of the year?

Your company has a 2½ month grace period. The grace period means you have until March 31st after the plan year ends (Dec 31, 2024) to incur eligible expenses and receive reimbursement from the remaining balance in your Health FSA.

Can I change my annual contribution?

You may only change your contribution if you experience a [qualified life event](#). This typically includes legal marital status, number of dependents, or loss of health coverage.

When can I enroll?	You will enroll during Open Enrollment for each calendar year. You may change your enrollment if you experience a qualifying life event.
What is the min/max I can contribute?	Min: \$130/year Max: \$3,050/year
How much does the company contribute?	n/a
Who is eligible for this benefit?	Any full-time or part-time employee (W-2)
What expenses does this benefit cover?	Medical, dental, and vision care
Do I need a receipt?	Yes
What if I don't use the full balance?	Unused funds expire and will be forfeited back to the employers account
What happens if I leave the company?	You must incur all expenses while you are an active employee. Upon termination, your card will be terminated. However, you have 90 days to submit receipts for reimbursements for expenses incurred while actively employed within the plan year.

Limited Purpose Health Flexible Spending Account

What is a Health Limited Purpose Flexible Spending Account (“LPFSA”)?

Your LPFSA (Limited Purpose Flexible Spending Account) can be used to cover a wide range of qualified vision and dental expenses for you, your spouse, and your dependents. A LPFSA is available to those who have selected a Health Savings Account.

What can I use it on?

The IRS determines what is and is not an eligible LPFSA expense. Examples of eligible expenses include, but are not limited to:

- Contact lenses and solutions
- Dental care
- Dental, oral, and teething pain products (over-the-counter)
- Dentures
- Eye drops and treatments (over-the-counter)
- Eye examinations
- Eyeglasses
- Lasik
- Occlusal guards to prevent teeth grinding
- Reading glasses (over-the-counter)
- Sunglasses (prescription)
- Vision care
- Vision products (over-the-counter)

How much can I contribute?

The contribution maximum is \$3,050 for plan years starting in calendar year 2024.

What happens at the end of the year?

Your company has a 2½ month grace period. The grace period means you have until March 31st after the plan year ends (Dec 31, 2024) to incur eligible expenses and receive reimbursement from the remaining balance in your Limited Purpose FSA.

Can I change my annual contribution?

You may only change your contribution if you experience a [qualified life event](#). This typically includes legal marital status, number of dependents, or loss of health coverage.

When can I enroll?	You will enroll during Open Enrollment for each calendar year. You may change your enrollment if you experience a qualifying life event.
What is the max I can contribute?	Min: \$130/year Max: \$3,050/year
How much does the company contribute?	n/a
Who is eligible for this benefit?	Any full-time or part-time employee (W-2). Typically coupled with HSA
What expenses does this benefit cover?	Dental and vision care
Do I need a receipt?	Yes
What if I don't use the full balance?	Unused funds expire and will be forfeited back to the employers account.
What happens if I leave the company?	You must incur all expenses while you are an active employee. Upon termination, your card will be terminated. However, you have 90 days to submit receipts for reimbursements for expenses incurred while actively employed within the plan year.

Dependent Care Flexible Spending Account

What is a Dependent Care Flexible Spending Account (“DCFSA”)?

A DCFSA is pre-tax account that can be spent on qualified dependent care expenses. Your contributions to the account and withdrawals on qualified expenses are exempt from regular income and payroll taxes.

What can I use it on?

Eligible dependents include:

- Children under the age of 13
- A spouse who is physically or mentally unable to care for him/herself
- Any adult you can claim as a dependent on your tax return that is physically or mentally unable to care for him/herself

Eligible costs include expenses that enable you to work, such as:

- Babysitter inside or outside household and nanny expenses
- Before and after school or extended day programs
- Custodial child care or elder care expenses
- Day camps
- Daycare centers or sick child care centers
- Household employee whose services include care of an eligible dependent
- Late pick-up fees
- Looking-for-work expenses
- Preschool/nursery school for pre-kindergarten
- Summer day camps

Common ineligible expenses include recreational activities, tuition or education expenses, overnight camp, food or clothing.

How much can I contribute?

If you are single or married filing jointly, you may contribute up to \$5,000 per year. If you are married filing separately, you may contribute up to \$2,500 per year (and your spouse may contribute \$2,500 separately).

What happens at the end of the year?

The amounts in your Dependent Care Reimbursement Account can only be used to reimburse you for Dependent Care Expenses incurred during the Plan Year. You must apply for reimbursement on or before March 31st following the close of the Plan Year (December 31, 2024) in which the expense was incurred.

Can I change my annual contribution?

You may only change your contribution if you experience a [qualified life event](#). This typically includes legal marital status, number of dependents, or loss of health coverage.

When can I enroll?	You will enroll during Open Enrollment for each calendar year. You may change your enrollment if you experience a qualifying life event.
What is the min/max I can contribute?	Min: \$130/year Max Single or Married: \$5,000/year Max Married filing separately: \$2,500/year
How much does the company contribute?	n/a
Who is eligible for this benefit?	Any full-time or part-time employee (W-2) with children age 12 and under or dependent adults
What expenses does this benefit cover?	Childcare or adult care enabling you to work
Do I need a receipt?	Yes
What if I don't use the full balance?	Unused funds expire and will be forfeited back to the employers account.
What happens if I leave the company?	You must incur all expenses while you are an active employee. Upon termination, your card will be terminated. However, you have 90 days to submit receipts for reimbursements for expenses incurred while actively employed within the plan year.

FAQ

The Benepass Employee Experience

Virtual Benepass Card

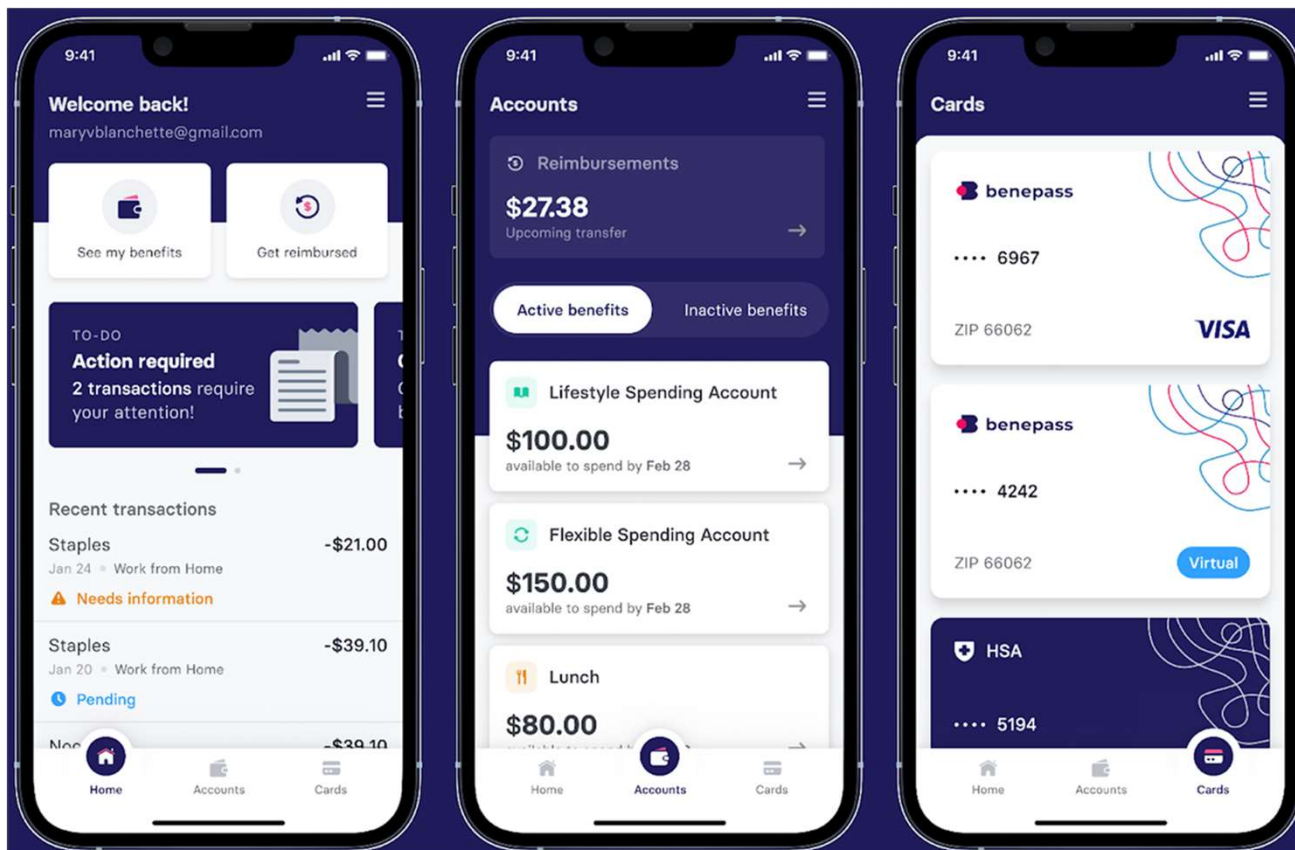
You can use your Benepass Visa card **immediately** and your card details are always available in-app

Physical Cards Available*

A physical card can be ordered for arrival in 5-10 business days

Direct ACH Reimbursement*

Fast reimbursements available for out-of-pocket spending



Additional Features

Transaction History

A complete record of all your spending and contributions. Track reimbursement status and card decline reasons as well!

Validation Rules

Employers may require optional validation (e.g. receipts required, manager approval)

Spending Rules

Permitted card spending is based on your employer's benefit configuration or IRS rules for pre-tax benefits

Accessible by Mobile and Web

The modern, easy-to-use Benepass App can be accessed via web, mobile, and native [Android](#) and [iOS](#) applications

Frequently Asked Questions

Logging In	<p>You can login and review your balances, card details, and suggested vendors with your company email accessible online (app.getbenepass.com) or via mobile app (iOS, Android)</p>
Virtual Card	<p>The moment you login to Benepass's app you'll have access to your virtual card. You can use the card numbers online as you would any other credit card. For in-person transactions, if you'd like, you can also add the card to your Apple or Google wallet. To do this, download the Benepass mobile app, click on the card, and then scroll down to the button "Add to Wallet".</p>
Physical Card	<p>If you live in the US, you can order a physical credit card in addition to your virtual card. You'll be prompted to confirm your address and order this card the first time you login. For security reasons, your physical card will have different numbers than your virtual card, but may be used interchangeably.</p>
Large Purchases	<p>Benepass cards will decline if you try to charge more than your available balance. To make a purchase beyond your remaining balance, put the transaction on your personal card and submit an expense for reimbursement.</p>
Expense Reimbursement	<p>If you choose to use a personal card for spending, you can submit a receipt for reimbursement. In the US, you'll need to link a bank account to receive reimbursement (reimbursements take up to 3 weeks). Outside of the US, you'll be reimbursed through payroll (end of month).</p>
Declined Transactions	<p>You can click on any transaction in the app to receive more details. For declined transactions these details will include a decline reason:</p> <ul style="list-style-type: none"> • <i>Incorrect zip code</i> [check the app for your billing address] • <i>Insufficient balance</i> [Benepass cards will decline if you try to charge more than your remaining balance] • <i>Merchant not allowed</i> [if you believe this is an error, reach out to our support team to have the merchant whitelisted. In the meantime you may put the charge on a personal card and submit an expense for reimbursement]

Benepass Customer Support

Our goal is to make your benefits experience feel magical. Our industry-leading Customer Experience Team is available to answer any questions you may have.

We're One Quick Tap Away

You can [visit our Support form](#) to submit a request directly to our team – you can also find this form instantly within the Benepass app. We'll get back to you within 48 hours!

Visit the Benepass Help Center

[Visit our Help Center!](#) All the knowledge you need is available directly within our Help Center. Please take a look at our articles to get help on the fly.

Chat with our Benepass Virtual Assistant

Not sure where to look in our [Help Center](#)? Ask our Virtual Assistant a question for help navigating to the answer you need.