McLaren
HEALTH ADVANTAGE

2027 Flex Plan Information



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Did You Know?

You can pay for health and dependent care expenses with pre-tax money.

It's true!

McLaren Health Advantage Flex Plan offers a Flexible Spending Account **(called FSA)**. This allows you to pay for qualified health care expenses that are not covered by your health care plan. We also offer a Dependent Care Reimbursement Account **(called DCA)**. Which allows you to pay for qualified dependent care expenses. Both accounts are funded with pre-tax dollars.

That's right!

You don't pay federal or state income tax, FICA or Medicare taxes on the money you contribute.



Why Participate?

During your benefit year, ask yourself if you will:

» Have medical, dental, and vision expenses, such as deductibles and co-payments, not covered by your health plan

» Use day care for your children (under age 13) so you and your spouse can work

If so, the McLaren Health Advantage Flex Plan may be for you!

How Does it Work?

Enrollment in the McLaren Health Advantage Flex Plan occurs during the annual enrollment period.

If you decide to enroll in either of the McLaren Health Advantage Flex Plan options, your contribution will be withheld from each paycheck, pre-tax. You need to estimate how much you think you will spend in the next 12 months on health care and/or dependent care expenses, and decide how much you want to contribute to those accounts.

Your employer determines the maximum amounts. Federal guidelines state the maximum amount in 2027 for FSA is $3,400 and DCA is $7,500; therefore, McLaren has determined these are the maximum amounts you can contribute.

The amounts you choose will go into your accounts pre-tax. When you have paid a qualified expense, or an eligible dependent care expense, there are two ways to use your pre-tax dollars.

One option is to use your McLaren Health Advantage Benefits Card and have the amount deducted instantly from the pre-tax dollars you contributed.

Or, you can complete the reimbursement claim form and submit it with detailed invoices or EOB's.

Using the Benefits Card is the easiest and fastest way to use your Flexible Spending Account!

It's Convenient!

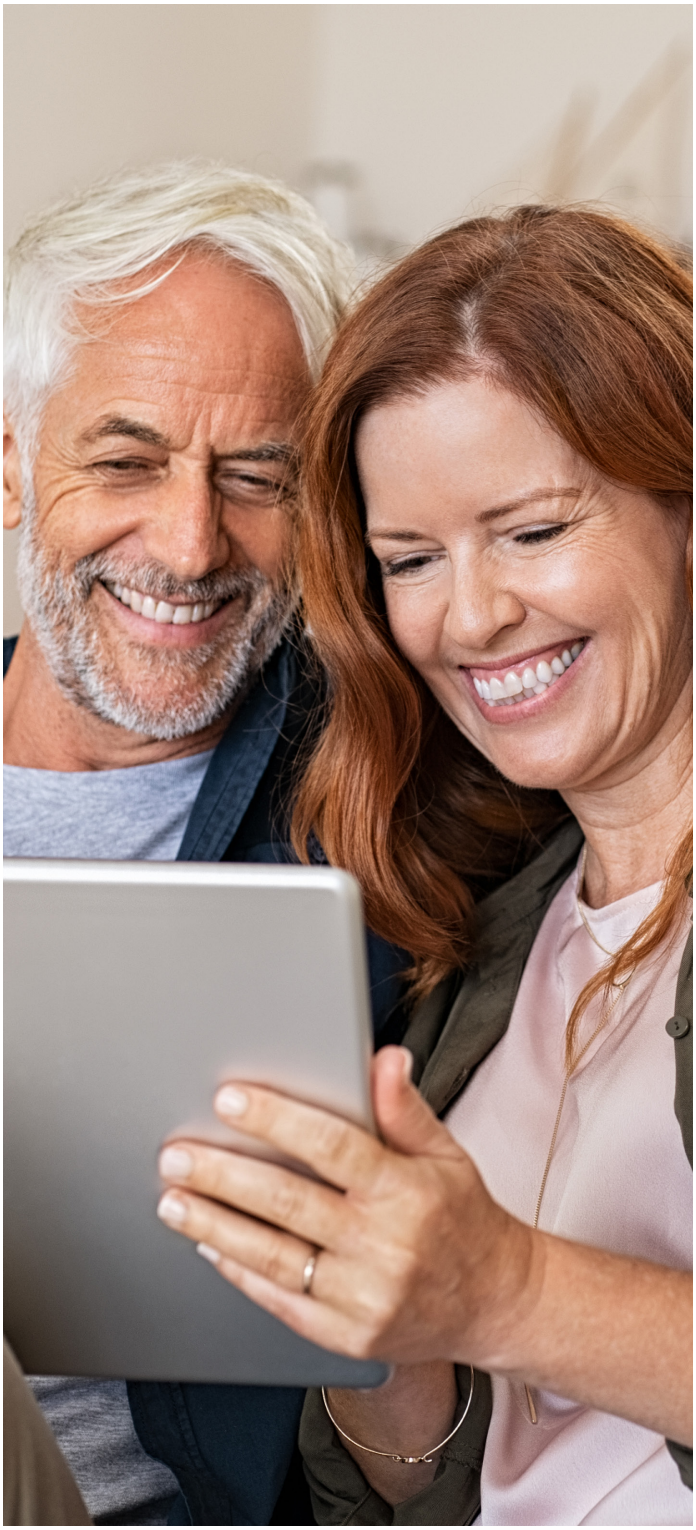
The McLaren Health Advantage Benefits Card gives you easy access to your FSA dollars and reduces the amount of paperwork required for reimbursement.

» There is no need to pay out-of-pocket or fill out a claim reimbursement form.

» The McLaren Health Advantage Benefits Card works just like a debit card. Members can also request to have cards for dependents who can be claimed on your tax returns.

» Every time your card is used for a qualified purchase, it is immediately debited from your Flexible Spending Account.

» Balance inquiries and account information is available online and can be reviewed at your convenience.



Sound Too Good to Be True?

Yes, in some ways it does!

Since the McLaren Health Advantage Flex Plan allows you to save on taxes, the IRS regulates how FSA and DCA dollars can be spent. Continue reading to find out more.

Flexible Spending Account



Eligible Items

Eligible items categories include: medical, dental, optical, OTC medications, acupuncture, feminine hygiene products

Eligible Items With a Letter of Medical Necessity

Eligible items that require a letter of medical necessity include: massage, genetic testing, vitamins, supplements, IV vitamin therapy, weight loss programs and medications

Ineligible Items

Ineligible items categories include: personal care items, cosmetic services, cosmetics, dental bleaching, items payable by insurance, toiletries, burial expenses

Dependent Care Reimbursement Account (DCA)

DCA reimburses daycare expenses for:

» Children under the age of 13

» Dependents on your federal tax return who are incapable of self-care and reside in your home at least eight hours per day

You (and your spouse, if married) must be:

» Working

» Looking for work (with income during the year)

» Attending school full-time.



Day Care Expenses

Eligible

» Child care for children under the age of 13 (at a day care center, day camp, sports camp, nursery school, or by a private babysitter)

» Before and after school care (must be billed separately from tuition)

» Adult day care expenses (adult dependent claimed on your federal tax return)

» Placement fees, expenses, and stipend for an au pair (live-in nanny)

Ineligible

» Education and tuition fees

» Expenses you claim on your taxes

» Late payment fees

» Overnight camps

» Sports lessons, field trips, clothing

» Transportation to and from day care

Eligible day care services cannot be provided by a person you claim as a dependent.



Dependent Care Reimbursement Account Tax Credit

Although reimbursement accounts are a tax-effective way to pay for dependent care, some employees will save more by taking advantage of the federal tax credit allowed for these expenses. Keep in mind that you must choose either the dependent care reimbursement account or the tax credit. You cannot use both for the same expense. Your tax credit will be reduced dollar-for-dollar by any amount you received from a DCA. A tax advisor can tell you which method will save you more money.



Flex Plan Account Worksheet

Making the best use of your reimbursement accounts takes careful planning. Use this worksheet to estimate your eligible expenses for the health and dependent care reimbursement accounts.

For each eligible expense, consider the current plan year's expenses. Estimate the total you expect to spend for you and your family from Jan. 1 to Dec. 31. Be sure to only estimate the amounts YOU expect to pay, not the amounts paid by your medical, dental, and vision insurance plans. DO NOT OVERESTIMATE! You should estimate conservatively to ensure you do not exceed your allowed rollover amount.

The IRS limits your annual contribution to the following amounts:
» Flexible Spending Account (FSA): $3,400 » Dependent Care Reimbursement Account (DCA): $7,500

Medical Expenses: $ Amount Eligible	
Deductibles	$
Office Visit Co-payments	$
Other Medical Co-payments	$
Dental Co-payments	$
Orthodontic Co-payments	$
Pharmacy Co-payments	$
Vision Expenses	$
Hearing Expenses	$
Other Expenses	$
Total Health Care Expenses	$ **(A)**

Dependent Care Expenses: $ Amount Eligible	
$	
Cost/Week X No. of Weeks	$
Total Dependent Care:	$ **(B)**

Total Health Care Expenses	**(A)**
+	
Total Dependant Care Expenses	**(B)**
=	
Total Flex Spending Accounts	

» To determine contributions, divide by the total amount of your pay periods.

» Tax savings/impact varies based upon individual circumstances.

Please consult your tax advisor on the impact this Flexible Spending Account may have.

How to Get Reimbursed

It's Easy!

Use your McLaren Advantage Benefits card like a debit card and have the money automatically deducted from your FSA account. You also have the option of completing the reimbursement claim form and submitting it with a detailed invoice or statement. You'll then receive a check for all eligible amounts. You can also sign up to have your reimbursement direct deposited into your bank account. The fastest way to spend your FSA dollars is to use the Benefits Card.

Flexible Spending Account

You will be reimbursed for eligible claims, up to your total elected amount for the plan year.

Dependent Care Reimbursement Accounts

To qualify, day care detailed invoices must contain the child's name, provider's name, address, phone number, dates of service, and amount. You will be reimbursed for expenses up to the amount contributed to your account at the time your claim is submitted. If your claim is more than the amount available in your account, the remainder will be paid as additional funds are deposited.

Direct Deposit is recommended.

Very Important!

Flexible Spending Account Rollover

FSA participants may roll over up to $680 of unused FSA funds into the following plan year (must have a remaining balance of $5 or more to rollover into the following year). The rollover amount does not count against the indexed $3,400 in 2027 salary reduction limit.

This change reduces some financial risk. You no longer need to precisely budget your out-of-pocket health care expenses – reducing the risk of "overfunding" and forfeiting FSA funds. No more rushing to spend FSA funds on unnecessary items by year-end.

Dependent Care Rollover - Not Allowed

Rollover for Dependent Care Accounts is not allowed. You have until March 31 of the following plan year to file a reimbursement request for qualified expenses that occurred between Jan. 1 through Dec. 31 of the previous plan year. You will forfeit (lose) all funds remaining in your Dependent Care Account after March 31 if you do not have reimbursable claims.

More About Flex Plan

No Transfers

If you participate in both the FSA and DCA, you cannot transfer money between the two accounts or use money in one account to pay expenses related to the other.

No Contribution Changes

Once you decide on the election amount, you cannot change the amount until the next calendar year, unless you experience a qualifying "change in status" event.

Flex Plan & Portal Resources

>> For members with McLaren Health Advantage medical coverage, you can check your online balance at **mclarenhealthplan.org/mclarenconnect**

>> For members who do not have medical coverage through McLaren Health Advantage, you can check your online balance at **mclaren.wealthcareportal.com**

>> For FSA or DCA forms, visit our website at **mclarenhealthplan.org/ha**

Contact Us

If you have questions or need assistance, call the Flexible Spending Account Administrator at 888-327-0671, Option 4, or email HAFlexSpending@mclaren.org.

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