

FACULTY/STAFF BENEFITS SUMMARY – FLEXIBLE SPENDING ACCOUNTS

Effective June 1, 2009 through May 31, 2010

All full-time faculty and full-time, regular staff members are eligible to participate. Eligibility commences the first of the month following the faculty/staff member's employment date.

FLEXIBLE SPENDING ACCOUNTS

The Flexible Spending Accounts (FSA) allow a faculty/staff member to pay certain health care and dependent day care expenses with pre-tax dollars. Each benefits plan year, the faculty/staff member can put money into an FSA through pre-tax payroll contributions. This money can be used to reimburse the faculty/staff member for eligible out-of-pocket expenses incurred during the plan year. The University offers both a Health Care FSA and a Dependent Care FSA.

Note: This summary is to be used for discussion purposes only. The Summary Plan Descriptions available from Human Resources contain detailed description of the benefits. The Plan Document, on file in Human Resources is controlling for the adjustment or settlement of disputed claims.