



An enhanced solution to help employees afford child and dependent adult care

More and more employees are caring for children or aging adults. MetLife's Dependent Care Flexible Spending Account (FSA) helps them handle the expenses. It offers tax advantages, robust features and an integrated customer experience that can benefit both your workforce and your business.



Employees save up to **30%** on average on eligible expenses with a pre-tax Dependent Care FSA.¹

Covered expenses include work-related babysitting and elder care, preschool tuition and more.

Our new Dependent Care FSA solution makes life easier for your employees and you

The costs of dependent care can add up. With a Dependent Care FSA, your employees can use tax-free dollars to pay for qualified expenses.

Designed with your business in mind

- Flexible plan designs across MetLife's entire range of 25+ benefits, to help employers select and configure benefits to meet employees' unique needs
- Integrated, end-to-end customer experience and consolidated account management across all of MetLife's benefit offerings
- Tailored employee educational resources and decision support tools to help reduce work for your HR department

Positive user experience for employees

- Simple, intuitive account setup and enrollment process
- Easy payments using a smart, multipurpose debit card that knows which of an employee's accounts to tap into
- 24/7/365 account access through a consumer portal or mobile app
- Email alerts and online messages to keep employees updated
- One-click answers to benefits questions

Tax advantages for everyone

- Money deducted from an employee's pay into a Dependent Care FSA is not subject to payroll taxes,² resulting in payroll tax savings that can add up for your business
- Employees fund their account with pre-tax contributions—up to the maximum amount set by IRS regulations for individuals or married employees who file joint returns or for married employees who file separately; employers may contribute toward the limit³
- Employers have the option of offering a grace period up to 2.5 months; otherwise, funds must be used within the calendar year or forfeited

Contact your MetLife representative today.

What Dependent Care FSA funds can be used for:⁴

Before- and after-school child care and programs

Licensed nursery schools

Qualified childcare centers

Elder care

Sick child care

Summer camp

Preschool tuition

metlife.com

¹Savings are based on estimated Federal, State and Local tax rate of 30%. The amount participants can save in taxes will vary depending on various factors, such as the amount they set aside in the accounts, their annual earnings, whether or not they pay Social Security taxes, the number of exemptions and deductions they claim on their tax returns, their tax brackets and their state and local tax regulations. Participants should check with their own tax advisors for information on how their participation will affect their tax savings.

²Some states do not recognize flexible spending account contributions as a deduction. Consult a tax advisor.

³These contribution limits are subject to change and should be checked on an annual basis on the IRS website. Certain restrictions may limit the maximum contributions permitted.

⁴Eligible dependents include any child under the age of 13 who resides with a participant and a spouse, parents, or other tax-dependent adults who reside with the participant and who are physically or mentally incapable of self-care.

Like most group benefit programs, benefit programs offered by MetLife and its affiliates contain certain exclusions, exceptions, waiting periods, reductions of benefits, limitations and terms for keeping them in force. Nothing in these materials is intended to be, nor should be construed as, advice or a recommendation for a particular situation or individual. Any discussion of taxes is for information purposes only, does not purport to be complete or cover every situation, and should not be construed as legal, tax or accounting advice. Participants should consult with their own advisors for such advice. Federal and state laws and regulations are subject to change.

