



CSI Flexible Benefits Plan

UPDATE

Date: May 2007
To: Schools and Employees Eligible to Participate in the Flexible Benefits Plan
From: Brian C. Meekhof
Benefits Administrator

- The CSI Flexible Benefits Plan – Average Savings of over \$476
- Direct Deposit Speeds Reimbursement
- Features of the Plan
- Orthodontia Change
- Using the FSA with HSA Plans
- Enrolling for the Plan Year Beginning September 1, 2007
- Deadline for Submitting Claims
- CSI Contact Information

The CSI Flexible Benefits Plan – Average Savings of over \$476

The CSI Flexible Benefits Plan can reduce your health care expenses. By setting aside pre-tax dollars to pay for eligible expenses, our participants are saving an average of over \$476 in taxes this year. You have the option of using the premium account, medical reimbursement account, or the dependent care account to pay for eligible expenses. Arcadia Benefits Group provides administrative services for the CSI Flexible Benefits Plan by processing claims and tracking account balances.

Direct Deposit Speeds Reimbursement

Be sure to complete the direct deposit section on the enrollment form to speed your reimbursements. When you have reimbursements deposited to your bank account electronically, you avoid mail delays and receive your funds even more quickly than you do now. You can check your reimbursement online and will receive a deposit advice in lieu of a check.

Features of the Plan

The CSI Flexible Benefits Plan contains these attractive features:

1. **Tax Advantages:** You are reducing your taxable income and saving tax-free money for health care and/or dependent care expenses. Without participating, you would still pay for these expenses but you would use money remaining in your paycheck after taxes are withheld.
2. **Access to Your Contributions:** Your contributions to the Health Flexible Spending Account are deducted by payroll deduction in equal amounts from your paycheck throughout the year. However, the full amount that you elect is available from the first day of the plan year. Dependent care claims are paid to the extent that funds are available in your account.
3. **Fax Claims:** You may fax claims to Arcadia Benefits Group to reduce the time required to receive reimbursement.
4. **Claim Processing:** Claims are processed and payments are issued daily and Arcadia guarantees that all claims will be processed within 48 hours of receipt.
5. **Web Site:** You are able to print claim forms from the CSI web site and access your account online to check claims, reimbursements, and account balances.

Orthodontia Change

The IRS has approved reimbursing lump sum payments in full, as long as the lump sum is paid in full at the beginning of the orthodontia treatment. If you are already set up on a monthly payment plan, we will continue to reimburse month to month as the appliances are adjusted. (Previously we prorated the reimbursement for lump sum payments based on the service incurred in the Plan Year).

Using the FSA with HSA Plans

A Section 125 plan like the CSI Flexible Benefits Plan can be used to pay for premiums on a pre-tax basis for all of CSI's health plans, including the High Deductible Health Plan used with a Health Savings Account (HSA). The CSI Flexible Benefits Plan may also be used to pay dependent care expenses on a pre-tax basis.

The Health FSA may be used for expenses *not reimbursed* through another plan. For the High Deductible Health Plan with the HSA component, however, reimbursement is limited to dental and vision expenses. **There is a significant issue for participants in the High Deductible Health Plan with an HSA: even if the expense applies to the deductible, unless it is a dental or vision expense, is not eligible for reimbursement from the Health FSA.**

The CSI Flexible Benefits Plan may also be used for pre-tax employee contributions to the Health Savings Account associated with a High Deductible Health Plan. Even if your school is contributing funds to your HSA, you are permitted to contribute additional amounts up to the amount of the deductible using one of these two methods: you may contribute on a pre-tax basis through the CSI Flexible Benefits Plan, or contribute post-tax and claim the credit on your personal income tax.

Enrolling for the Plan Year Beginning September 1, 2007

Employees working half-time or more are eligible to participate in the CSI Flexible Benefits Plan. To enroll:

1. Carefully read the brochure to learn about the features of the Plan.
2. Use the worksheet to assist with estimating predictable expenses.
3. Complete the enrollment form. For the Health Flexible Spending Account (Line B on the form), use the "Limited Purpose" line **ONLY** if you are covered for health by a Health Savings Account (HSA).
4. Submit the completed enrollment form to your school office. Each eligible employee must complete an enrollment form to either participate in the Plan or to decline participation. If you have questions, contact Sharon by phone at 800-635-8288, ext. 228 or by e-mail at sfeikema@CSIonline.org.

Deadline for Submitting Claims

The CSI Flexible Benefits Plan allows a 2 ½ month grace period for claims. You may incur claims until November 15 and be reimbursed from the current year balance. In addition, you have until November 30 to submit claims incurred during the current plan year and the grace period. Now is a good time to check your account balance and make plans to use any remaining balance to avoid forfeiting your money. Contact Arcadia Benefits Group at 866-329-4333 for information on your account balance. Claim forms are available on the CSI web site at www.CSIonline.org.

CSI Contact Information

If you have questions about the CSI Flexible Benefits Plan, call Sharon at 800-635-8288 or 616-957-1070, extension 228.