



proven benefit solutions

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FLEXIBLE REIMBURSEMENT ACCOUNT ELECTION FORM

To enroll in or make changes to your Flexible Reimbursement Accounts (FRAs), you may complete this paper election form or enroll online at www.dhrm.virginia.gov and click on the EmployeeDirect link.

To start, or change your account, place the election amount for the plan year in Box 1. Enter the number of paychecks and revised deduction per paycheck for the remainder of the plan year in Boxes 2 and 3 of the appropriate account.

To discontinue participation, place a zero in Box 3 of the applicable account. Press hard with ballpoint pen.

Form with fields for Social Security #, Agency Number, E-mail Address, Name (Last, First, MI), Home Address, City, State, ZIP, Daytime Phone, Home Phone, Date of Hire, Date of Birth, No. Pay Periods Per Year, and ENROLLMENT STATUS options.

Indicate the amount you wish to pay through tax-free salary deduction by completing the sections below.

Complete the worksheets provided in your Flexible Benefits Program Sourcebook before deciding on the amount.

If you have questions, consult your Flexible Benefits Sourcebook, Benefits Administrator or call FBMC Customer Service at 1-800-342-8017.

In Box #1, indicate the dollar amount you elect to contribute for the plan year.

In Box #2, indicate the number of regular payroll checks you expect to receive during the plan year. (If you are a new employee enrolling after the plan year begins, divide by the number of pay periods remaining in the plan year, based on your effective date.)

In Box #3, indicate the deduction amount per paycheck. (Note: Box #2 times Box #3 does not equal Box #1 exactly, the amount in Box #3 may be changed slightly by FBMC due to rounding). For changes during the plan year, this amount will indicate the revised deduction.

MEDICAL EXPENSE FLEXIBLE REIMBURSEMENT ACCOUNT worksheet with fields for Box #1 (Total plan year dollar amount), Box #2 (Number of regular paychecks expected), and Box #3 (Deduction per regular paycheck).

DEPENDENT CARE FLEXIBLE REIMBURSEMENT ACCOUNT worksheet with TAX FILING STATUS options and fields for Box #1, Box #2, and Box #3.

IMPORTANT – I UNDERSTAND THAT:

- I hereby authorize my employer to reduce my gross salary before taxes are calculated by the total amount of annual salary reduction indicated above.
Any amount remaining in any FRA not used during this plan year will be forfeited since it cannot be carried forward to the next plan year.
The funds in one FRA cannot be used to reimburse expenses covered by another FRA.
Expenses for which I am reimbursed cannot be deducted on my income tax return.
The funds in any FRA can only be paid out to reimburse payment of eligible expenses actually incurred during my period of coverage.

- The amount of salary deduction will include the items specified above and will continue in effect unless I terminate employment or file an approved change in status with the Benefits Administrator within 31 days of the event.
I agree that my employer and Fringe Benefits Management Company, the contract administrator, will not incur any liability resulting from either my participation in any FRA or my failure to sign or accurately complete this election form.
I certify that: 1) I will only use my FRA to pay for IRS-qualified expenses and only for my IRS-eligible dependents, 2) I will exhaust all other sources of reimbursement, including those provided under my Employer's plans before seeking reimbursement from my FRA, 3) I will not seek reimbursement through any other source, and 4) I will collect and maintain sufficient documentation to validate the foregoing.

Employee Signature and Date Signed field.

Benefits Administrator Signature and Date Signed field.

DO NOT WRITE BELOW THIS LINE — FBMC USE ONLY

Tracking table with columns: DATA ENTRY, VERIFICATION, SCANNED, INDEXED, SPECIAL NOTES.

SUBMIT YOUR COMPLETED FORM TO YOUR BENEFITS ADMINISTRATOR IMMEDIATELY.

Qualifying Mid-year Events

You may change a benefit election upon the occurrence of a qualifying event but only if your change is made on account of, and corresponds with, a change in status that affects your own, your spouse's or your dependent's coverage eligibility. Assuming that these general consistency requirements are satisfied, if the event affects eligibility for a particular coverage, a corresponding change can be made to the same type of coverage.

You must submit an enrollment action within 31 days of the event. The Benefits Administrator for your agency will determine if your Change in Status meets IRS regulations. If approved, your existing benefits will be stopped or modified (as appropriate) at the first of the month following the event.

Please check below which Change in Status event you have experienced below:

Employment Change:

- Employee begins leave without pay or family medical leave
- Employee returns from leave without pay or family medical leave
- Spouse or covered child gains employer eligibility
(including switching from part-time to full-time employment)
- Spouse or covered child loses employer eligibility
(including switching from full-time to part-time employment)
- Spouse begins leave without pay
- Spouse ends leave without pay

Legal Marital Status Change:

- Marriage
- Divorce
- Death of spouse

Judgments, Decrees or Orders:

- Judgment, decree or order allowing another party to cover your child(ren)
- Judgment, decree or order requiring coverage of child(ren)

Medicare or Medicaid Change:

- Dependent gaining eligibility for Medicare or Medicaid
- Losing eligibility for Medicare or Medicaid

Number of Eligible Family Members Change:

- Birth
- Adoption
- Covered child ceases to be eligible
(exceeds plan's age limit, marries, becomes self-supporting, etc.)
- Death of a covered child
- Permanent custody granted

Changes Due to Special Circumstances:

- HIPAA special enrollment due to loss of other group coverage
- Losing eligibility under another government-sponsored plan
- Employee or dependent moves in or out of a plan's service area

Cost and/or Coverage Changes:

- Day care provider or cost of day care change
(for Dependent Care FRA only)
- Open Enrollment or significant change under an employer's plan