



Flexible Spending Accounts

Make the Most of Benefit Dollars

Flexible spending accounts (FSA) administered by Principal Life Insurance Company let employers make the most of their benefit dollars. Employer contributions to employees' FSAs are not subject to FICA withholding, so more of their funds may be available for other benefit needs. Employees can also contribute to their own FSAs with pre-tax dollars and use the funds to pay for eligible non-reimbursed dental, vision, and medical care expenses as well as dependent care.

Service fees

MEDICAL, DENTAL OR VISION WITH PRINCIPAL LIFE		
Start-up fee	Employer offers	Monthly fee
None	Health and dependent care	\$5.50 ¹ per participant

Monthly fee is per participating employee with a minimum of \$75

NO MEDICAL, DENTAL OR VISION WITH PRINCIPAL LIFE		
Start-up fee	Employer offers	Monthly fee
\$500 ²	Health and dependent care	\$6.00 ¹ per participant

Monthly fee is per participating employee with a minimum of \$90

¹ Fee is charged only once whether enrolled in health and/or dependent care

² 50% discount applies if Principal Life also administers any other product for the employer (for example, pension)

Standard services

Our standard FSA services ensure easy administration and timely reimbursements.

- Electronic funds transfer (EFT) for monthly fee payment
- Access to FSA information online through our eService platform
- Direct deposit for participants' reimbursements
- Electronic enrollment forms available at no additional cost
- Weekly reimbursement on Thursdays (\$25 minimum)
- ERISA compliant plan documents and summary plan descriptions (SPDs) available
- Pre-tax premium plan allows premiums to be deducted from pay before taxes

Additional services

A variety of additional services are offered with the FSA to meet employers' diverse needs.

Discrimination testing

- \$1.00 per eligible employee annually
- \$175 annual set-up fee
- Test performed twice per year

Signature-ready 5500 form

- \$200 annually

Enrollment packets

- Additional fee per packet

Debit Card

- \$.75 per participant per month
- Weekly reimbursements on Monday or Tuesday

Additional Enrollment CDs

- \$3.00 for each additional copy



WE'LL GIVE YOU AN EDGESM

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