



**Parent Child Development Corporation  
Flex Benefits Plan  
Quick Fact Sheet**

<b>Plan Year</b>	April 1, 2021-March 31, 2022 2 ½ month extension adopted
<b>Plan Components</b>	Pre-tax Group Health/Dental Premiums Medical Reimbursement Dependent Care Reimbursement Private Premium Plan Limited Purpose Debit Card
<b>Eligibility Requirements</b>	Employees must work at least 30 hours a week to participate. New employees are eligible 1 <sup>st</sup> of month – 60 days after date of hire.
<b>Medical Reimbursement: Maximum/Minimum</b>	\$2,750/yr. Maximum, No Minimum
<b>Dependent Care Reimbursement: Maximum/Minimum</b>	\$5,000 family/yr. Maximum, No Minimum \$2,500 if married filing separately.
<b>Premiums Automatically Pre-taxed?</b>	YES – unless waiver received in writing during open enrollment period.
<b>Administrator</b>	Benefit Solutions, Inc. (804) 379-0909
<b>Employer Contact</b>	Diane Yonta (804) 741-4444
<b>Advantage of Participating</b>	TAX SAVINGS.
<b>Rules to Remember</b>	<p>1. Use it or lose it – 2 ½ month extension – Services must be received by June 15, 2022, and you have until July 31, 2022 to submit receipts.</p> <p>2. Changes only allowed if life event occurs</p> <p>3. Complete a form ONLY if you meet one of the following criteria:</p> <ul style="list-style-type: none"> <li>• New Participant</li> <li>• Current Participant making a change to your election, personal information, dependent information and/or direct deposit information</li> </ul> <p>*Please Note: if you are a current participant and you do not complete a form your previous plan year’s information will be rolled over into the new plan year.</p> <p>*Please note: Any employee determined to meet the IRS definition of a Key Employee or Highly Compensated Employee may be limited to election amounts below the amounts designated by this plan. This can happen as a result of non-discrimination testing performed after the plan year begins. For now, sign up for your desired election amount and you will be notified if any reduction is necessary.</p>