

# Conner Strong & Bucklew

## Limited Flexible Spending Account Open Enrollment

Effective January 1, 2026

Third Party Administrator: Benefit Analysis, Inc  
Website: [www.benefitanalysis.com](http://www.benefitanalysis.com)  
Phone Number: 973-661-2424

### Healthcare

<b>Healthcare FSA eligible expenses:</b>	Dental and Vision expenses ONLY.	
<b>Healthcare FSA ineligible items:</b>	Cosmetic procedures, vitamins/supplements and food under a weightloss program (may be reimbursable with a doctor's letter of medical necessity or prescription)	
<b>Eligibility:</b>	Full time employees - 30 or more hours per week Eligible date of employment	
<b>Plan year dates:</b>	1/1/26-12/31/26	The Plan Year is time period during which you incur your healthcare expenses.
<b>Maximum annual election:</b>	\$3,400	The highest healthcare election amount you can deduct from your paycheck over the course of the plan year
<b>Claim submission run out:</b>	3/31/2027	The day by which all of your healthcare expenses must be submitted electronically, via fax or postmarked

### Dependent Day Care

<b>Dependent Day Care FSA eligible expenses:</b>	Reimburses expenses incurred for the care of a child age 12 and under; or a disabled dependent incapable of self-care that allow the employee (and spouse, if applicable) to work. Additional restrictions may apply.	
<b>Dependent Day Care FSA ineligible expenses:</b>	Overnight camp, care provided by your dependent under the age of 18, babysitting when you are not working, care of your dependent who does not spend at least 8 hours per day in your home	
<b>Eligibility:</b>	Full time employees - 30 or more hours per week Eligible date of employment	
<b>Dates by which expenses must be incurred:</b>	1/1/26-12/31/26	The Plan Year is time period during which you incur your dependent day care expenses.
<b>Maximum annual election: (\$7,500 per household)</b>	\$7,500	The highest dependent day care election amount you can deduct from your paycheck over the course of the plan year. Additional restrictions may apply.
<b>Claim submission run out:</b>	3/31/2027	The day by which all of your dependent day care expenses must be submitted electronically, via fax or postmarked

### Prepaid Benefit Card - How does it work?

- Two cards will be mailed to your home
- Use at qualified merchants
- Use only for eligible expenses
- Use the same card year to year
- **SAVE ALL RECEIPTS**

USE  
IT OR  
LOSE  
IT!

Please refer to [www.sig-is.org](http://www.sig-is.org) for a complete list of approved IIAS Merchants, participation may be different by location.

### Reimbursement Schedule

Reimbursements are Processed Weekly

Healthcare claims reimbursed based on annual election, not contributions to date.  
Dependent Care claims reimbursed based on contributions to date, which could be less than the claimed amount.

\* For any questions, please contact Benefit Analysis, Inc.