

Teradyne, Inc.

FSA Rules to Remember

Plan Year

Jan. 1, 2020 - Dec. 31, 2020

Health Care FSA Rollover

Participants currently enrolled in the plan can roll over up to \$500 of unused Health FSA funds into the next plan year. This rollover feature applies for future plan years.

Run-Out Period

You have until March 31, 2021 to submit for expenses incurred during the plan year.

Use or Lose Rule

You will lose any remaining balance in the Dependent Care/Daycare Account at the end of the run-out period, or any amount over \$500 in the Health FSA.

Remember, only contribute money you are confident you will use to pay for qualified expenses during the plan year.

NOTE: You do not need to be enrolled in your company's health insurance plan in order to participate in the FSA.

www.padmin.com

YOUR GUIDE TO PRE-TAX SAVINGS

WHAT IS A FLEXIBLE SPENDING ACCOUNT?

A Flexible Spending Account (FSA) allows you to set aside a portion of your pay pre-tax to use for medical, dental, vision, and child care/elder care expenses that are not covered by insurance, or only partially covered. Because it is deducted from your pay before taxes, you can save up to 30% on your dollar (depending on your tax bracket)! Estimate how much you usually spend on these types of expenses in a year and set aside that dollar amount into your FSA.

ACCOUNTS AVAILABLE

Health FSA

Covers the cost of medical, dental, and vision expenses incurred by you and or your eligible dependent(s). Eligible expenses include deductibles, co-pays, prescriptions, eyeglasses, and dental work.

Minimum annual election: \$100 | Maximum annual election: \$2,750

Limited Purpose/Post-Deductible Health Flexible Spending Account

Covers the cost of dental, vision care and preventive medical care expenses. "Preventive care" includes annual physicals, blood tests, and immunizations for adults and children.

Minimum annual election: \$100 | Maximum annual election: \$2,750

Dependent Care/Daycare Assistance Account

Covers the amount you pay to daycare centers, babysitters, after school programs, day camp programs and eldercare facilities. *This account does NOT reimburse medical expenses for your dependent(s). It is for qualified daycare expenses only.*

Maximum annual election amount: \$5,000

Adoption Assistance Account

Covers the cost of adoption related expenses that you incur in the process of legally adopting a child including attorney and travel fees. If you are in the process of adopting a child and want to enroll in this account please contact P&A Group for further guidance.

Maximum annual election amount: \$14,300

Parking & Transit Expense Plan

Covers the cost of work related parking and transportation expenses. The maximum monthly parking election amount is \$270 and the maximum monthly transit election amount is \$270.

Due to new IRS regulations you will no longer be able to submit claims for your transit expenses. You must use your debit card for all transit purchases. Cash reimbursement is still permissible for parking expenses.

FLEXIBLE SPENDING ACCOUNT

P&A BENEFITS CARD

Your employer offers a Benefits MasterCard for employees who participate in the plan. The Benefits MasterCard works like a debit card. When you incur an eligible expense, swipe your card at the point-of-service and the expense will automatically be deducted from your FSA balance. If you are unable to use your Benefits Card, you can still be reimbursed for all eligible expenses. Save your receipt and submit a claim to P&A Group using one of the methods below. For all purchases, we encourage you to save your receipts in case documentation is requested. NOTE: This card cannot be used at an ATM machine to withdraw cash.



Your Benefits Card is valid for three years from the date of issue. If this is your third year enrolling with P&A Group, you may be receiving a new Benefits Card in the mail. A new card is automatically mailed to your home address when it's time for you to receive a new one.

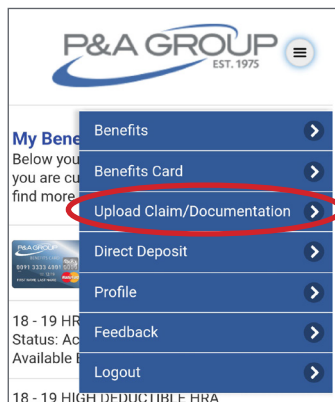
4 WAYS TO SUBMIT YOUR CLAIMS

P&A Group Mobile App

Download our mobile app and log into your account. Go to the menu and tap Upload Claim/Documentation to submit your claims.

QuikClaim from Your Smartphone

Capture a picture of your receipt or other supporting documentation of your eligible expense. Log into your P&A Account at www.padmin.com from your mobile device by selecting Account Login and follow the prompts on your screen.



Electronic Claim Upload from Your Computer

Submit claims directly online at P&A's website www.padmin.com by logging into your P&A account. Select Upload Claim/Documentation under Member Tools.

Fax or Mail a Paper Claim

Complete a claim form and fax or mail it to P&A Group. Claim forms are available when you log into your account at www.padmin.com.

FAX: (877) 855-7105

MAIL: P&A Group 17 Court St. Ste 500 Buffalo, NY 14202

When submitting a claim make sure to include proof of service/documentation (itemized receipt, etc).

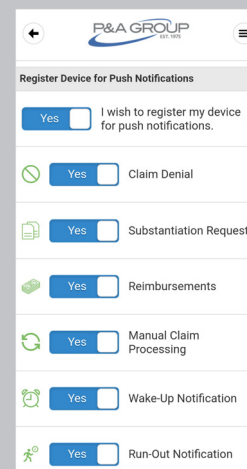
Mobile App

NEW

Manage your account through our mobile app. Go to the App Store or Google Play and search "P&A Group" to download it today!



- ✓ Register for account alerts
- ✓ Submit claims
- ✓ Order a Benefits Card
- ✓ Check your account balance & more!



Opt-in to get account alerts



FSA CALCULATOR

Estimate your calculated savings when you enroll in an FSA. Log into your account at www.padmin.com and scroll down to Related Resources to get the calculator.

QUESTIONS?

Customer service hours are Monday - Friday, 8:30 am - 10:00 pm ET.

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