

ENHANCEMENTS TO THE FLEXIBLE SPENDING ACCOUNT (FSA)

We are excited to announce that with the start of the next FSA Plan Year effective January 1, 2009, a Flex Debit Card will be added and Vantage Financial Group Plan Services, Inc. will be the new administrator, replacing CIGNA.



Using a Flex Debit Card helps you keep cash in your wallet. You'll never "pay twice" with the Card – first from your paycheck into your FSA and then again at time of purchase. You'll have no claim forms to complete and you won't have to wait to get a check in the mail. You can check balances or account details – online or with a quick phone call.

The Card can be used to purchase FSA-eligible services at health care providers, hospitals, doctors, dentists, pharmacies, discount stores, department stores and supermarkets. Simply swipe your Card and the amount of your eligible expense will be automatically deducted from your account. (**DON'T FORGET!** Always save receipts for FSA purchases made with the Card as you may be asked to submit receipts to verify that your expenses comply with IRS guidelines.)

Attached is additional information regarding the Flex Plan and the new Flex Debit Card. As you review this information, please note:

- In order to enroll in the FSA for the new plan year effective January 1, 2009, you must complete the "Oberlin College Flexible Benefit Plan Election Form and Compensation Reduction Agreement" included in the attached FSA enrollment packet and return it to Human Resources no later than October 31, 2008.
- If you enroll in the FSA, 2 Debit Cards will be mailed to your home address and should be arriving in mid to late January.
- Purchases made with the new Debit Card will only draw from your new annual election effective January 1, 2009.

Vantage Financial Group Plan Services, Inc. is headquartered in Cleveland and was founded in 1969 as financial consulting firm and currently serves over 1,200 corporations and small businesses, as well as thousands of individuals and families, nationwide. In 1991, Vantage formed a third party administration division to provide specialized administrative services for FSAs. Today, Vantage manages these plans for more than 400 employers, including a large regional bank, universities, hospital networks, manufacturers, local school systems, builders and entrepreneurs, among others.

Vantage shares mutual goals with clients and is committed to the success of the program at Oberlin College. Vantage strongly believes that the FSA program, with the emphasis on customer service, employee education and the latest in debit card reimbursement technology, will provide you a successful employee benefit.

All of the tax-savings advantages of the FSA are further enhanced with the addition of the Flex Debit Card. If you have any questions, please contact Vantage at 1-877-289-0448.