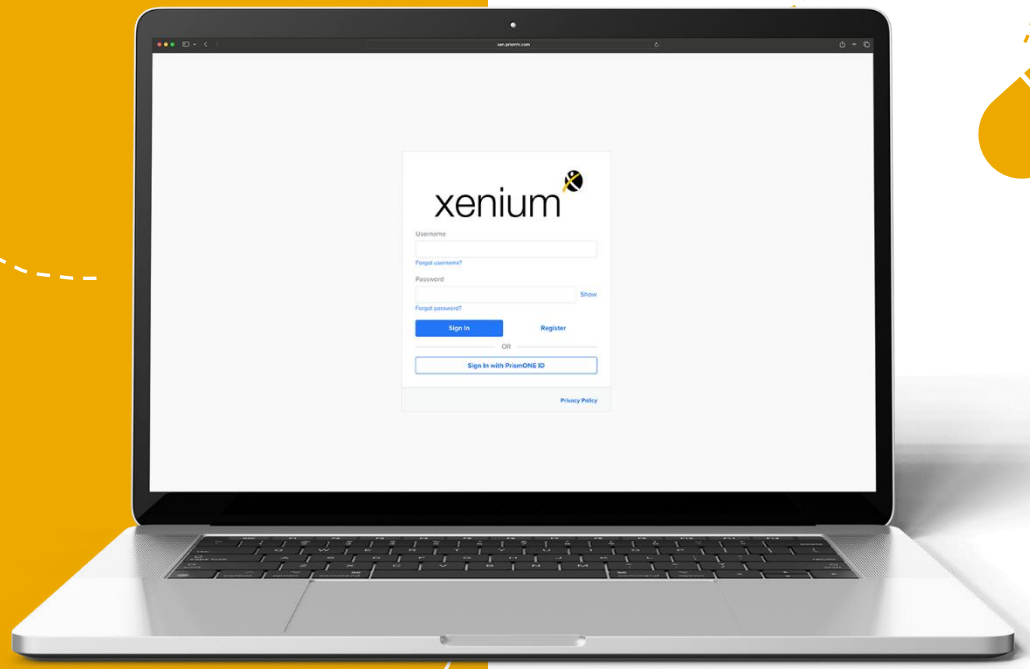

xenium
S125 OPEN
ENROLLMENT
2027

ONLINE ENROLLMENT

- Enrollment will be performed in the employee self-service platform, located here: https://xen-ep.prismhr.com. Employees should login to make elections for the 2027 calendar year.
- This includes enrollment in Medical FSA, Dependent care and/or Commuter Benefits (parking and transit).



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AVAILABLE PROGRAMS

Pre-tax savings for:

- Out of pocket medical, dental, prescription, or vision expenses (full amount available 1/1/27 , deducted per pay period)
- Dependent care expenses reimbursed as funds are deposited in account (works like a checking account)
- S132 transit and parking expense reimbursement

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ELIGIBLE MEDICAL/DENTAL/VISION/RX EXPENSES

- Co-pays
- Deductibles
- Medical, dental, and vision expenses not covered by your insurance (unless considered cosmetic)
- Eyeglasses, exams, contacts, Lasik eye surgery
- Chiropractic care
- Acupuncture
- Orthodontia (special rules apply)
- Prescription drugs
- Some over the counter medication & vitamins may require a doctor's prescription – now is a good time to obtain 2027 prescriptions
- Check out www.fsastore.com for more eligible items



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INELIGIBLE EXPENSES



- Cosmetic procedures/drugs
- Health club fees and weight loss programs (unless you provide a letter of necessity from a physician)
- Hair transplants
- Medicated shampoos and soaps
- Insurance Premiums
- Some over the counter medications and vitamins without a prescription

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WEX/ IRS DOCUMENTATION REQUIREMENTS



Medical Expense Valid Receipts

You must have one of the following valid receipts to substantiate (verify) your claim:

- Store/ Pharmacy receipt, including name of product and date of service
- Co-pay receipt from medical provider, including date of service
- Itemized bill from medical provider, including date of service, provider name, and description of service or product
- Insurance company's "Explanation of Benefits" or "EOB" including date(s) of service

Note: Canceled checks and credit card statements are not valid receipts

WEX will send an email to notify a participant if additional information is needed to substantiate a claim.

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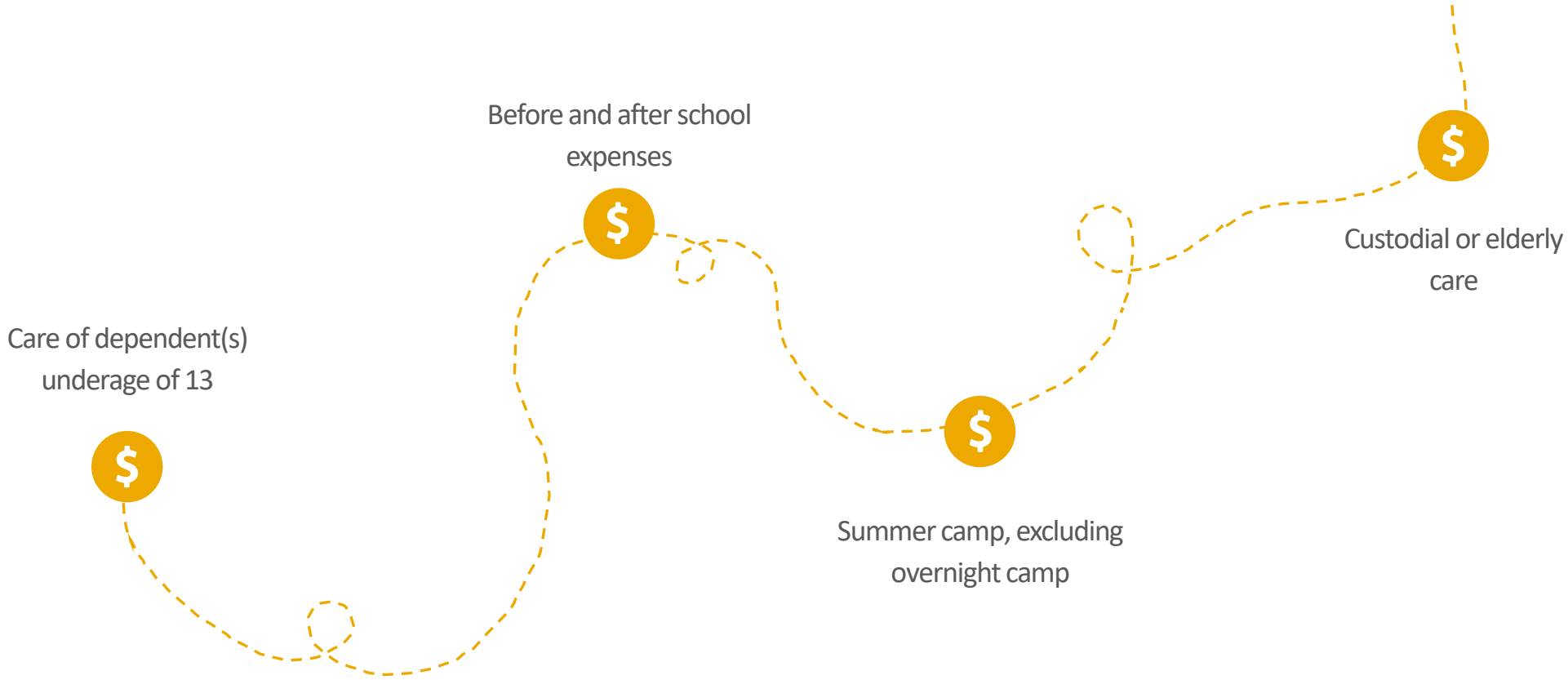
DEPENDENT CARE EXPENSES



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2027 ANNUAL MAXIMUMS

Flexible Spending Account (FSA)

Medical (S125) – up to

$3,500

Dependent Care – up to

$7,500 *

available per pay period and only in amount deducted from your pay

S132 Accounts

Parking – up to

$350

per month

Transit – up to

$350

per month

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THE FLEXIBLE SPENDING ACCOUNT CARRYOVER



Participants can carryover up to $680 of unused FSA funds at the end of each 2026 year into 2027, and $700 from 2027 into 2028.



The $680 carryover rule does not apply to dependent care expenses.



Funds carried over from the previous plan year will be available in May for new expenses in the 2027 plan year.

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DEBIT CARDS

If currently participating, continue using your current WEX debit card for any remaining 2026 funds through December 31, 2026.

All reimbursements must be processed by March 31, 2027.



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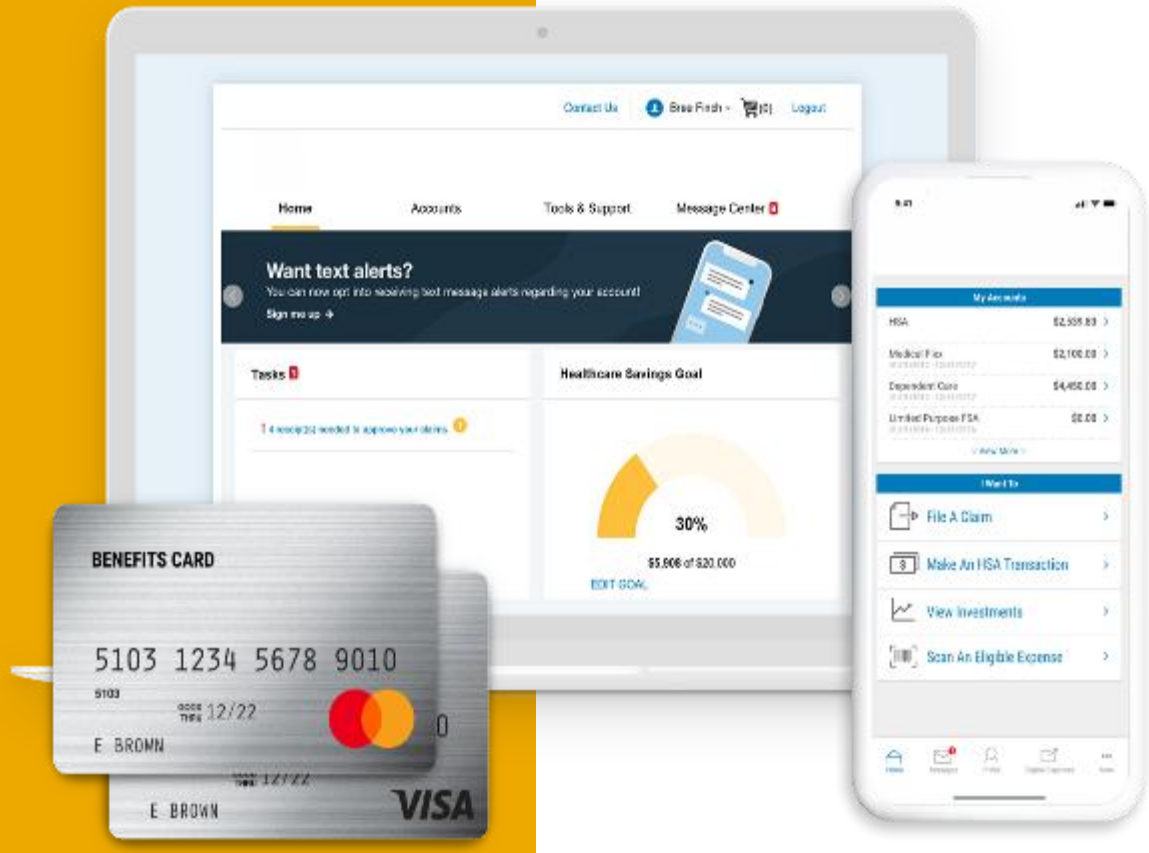
NEED ADDITIONAL SUPPORT?

Check out the WEX website: www.wexinc.com or download the WEX app in the app store for access to:

- FSA educational video
- Filing claims and uploading receipts
- Account Balances
- FAQ's
- Tax savings calculators
- Access to other important documents



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FOR QUESTIONS AND ADDITIONAL INFORMATION



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