

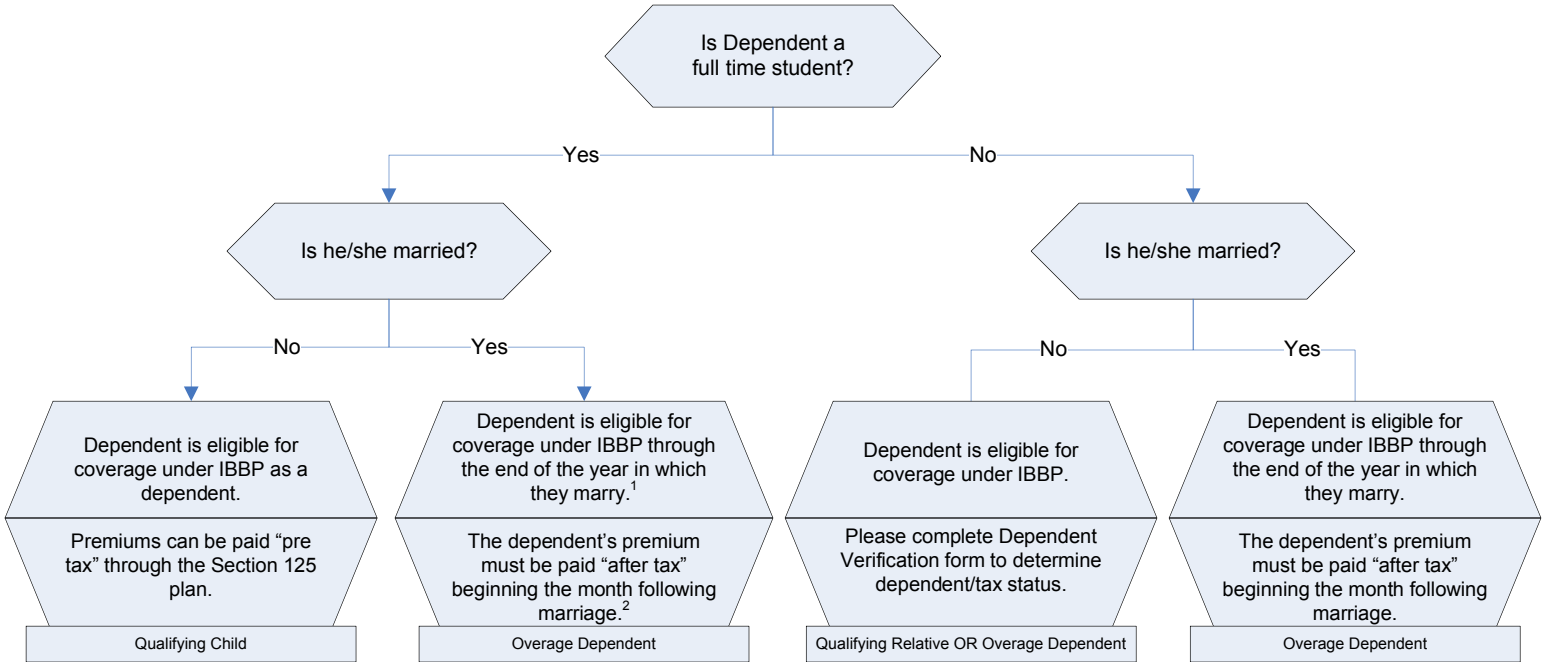
# Iowa Bankers Benefit Plan

## Health & Dental Coverage

(including 105/125 Advantage Plans)

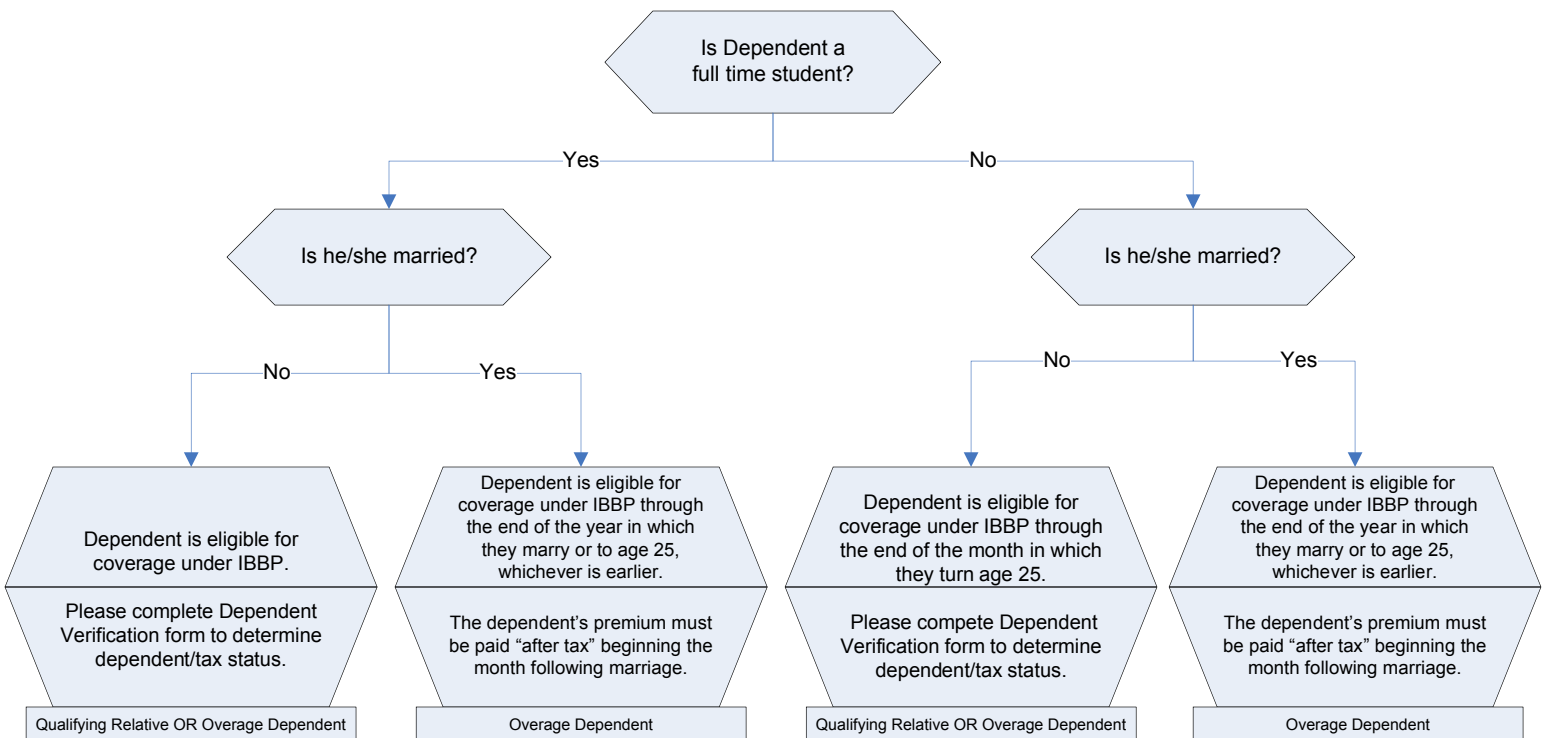
### Dependent Age 19 to Age 24

7/24/2009



### Dependent Age 24 and older

7/24/2009

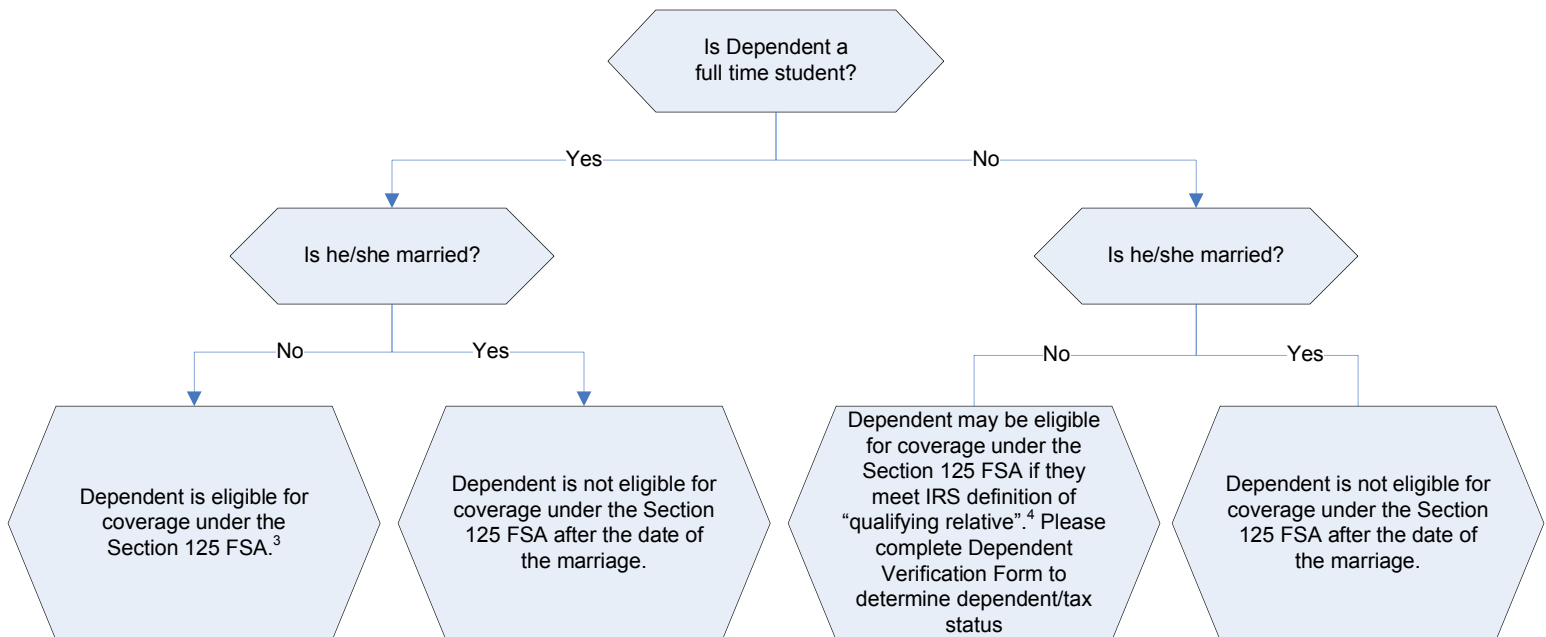


# Section 125 Flexible Spending Account (FSA)

## Dependent Eligibility

### Dependent Age 19 to Age 24

7/24/2009



#### Additional Information:

<sup>1</sup> The dependent may extend health coverage through the end of the year in which they marry, however, there is no coverage for his/her spouse.

<sup>2</sup> To determine "after tax" premiums for covered dependent, please refer to "Calculating Taxable Premiums for Over Age Dependents" worksheet.

<sup>3</sup> "Coverage under the Section 125 FSA" means eligible expenses incurred by the dependent are allowed to be claimed under the employee's FSA if the plan has a "medical flexible spending account" provision.

<sup>4</sup> To meet the IRS definition of "qualifying relative", the dependent must be the employee's child, a US Citizen or resident, be unmarried, not be someone else's "qualifying child", and the employee must provide over one half of the dependent's support. The employee is responsible for certifying the tax status of his/her dependent (see Dependent Verification Form).

Dependents who are permanently and totally disabled may remain on the IBBP Health Plan and 125 Plan without tax consequences. (The disability must have existed before the child turned age 19 or while the child was a full-time student under age 25.)

**Employees should consult their tax advisor if they have questions regarding the tax consequences of covering a dependent age 19 or older.**