

SOUTHERN LAND
COMPANY

Dependent Care Reimbursement Account

Southern Land Company offers benefit eligible employees the opportunity to enroll in a Dependent Care Reimbursement Account (DCRA) through HealthEquity. This account can be used to help cover the cost of child daycare and elder care expenses for your eligible dependents.*

Childcare and elder care are major expenses for many households. The Dependent Care Reimbursement Account (DCRA) is designed to help Southern Land employees manage these costs while also reducing their taxable income. Eligible employees may contribute up to \$5,000 per year (or \$2,500 if married filing separately) to a Dependent Care Reimbursement Account to pay qualified dependent care expenses such as:

- Au Pair
- After school programs
- Baby-sitting/dependent care to allow you to work or actively seek employment
- Day camps and preschool (excluding kindergarten)
- Adult/elder care for adult dependents

Please Note: You **MUST** re-enroll in this benefit every year.

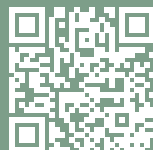
The primary advantage of a Dependent Care Reimbursement Account (DCRA) is that contributions are made on a pre-tax basis, which lowers your taxable income.

Click [HERE](#) to calculate your estimated savings!

*A qualifying 'dependent' may be a child under age 13, a disabled spouse, or an older parent in eldercare.



Scan the QR Code for a full list
of eligible expenses!



Use-it-Or-Lose-It

This account is subject to the IRS "use-it-or-lose-it" rule, which means that any funds not used by the end of the plan year (12/31/2025) will be forfeited and cannot be carried over to the next year beginning 1/1/2026.

If you have any questions about your Dependent Care Reimbursement Account, contact HealthEquity at **877.924.3967** or visit www.healthequity.com.