



An independent licensee of the Blue Cross and Blue Shield Association

FlexShare Benefits

Flexible Benefit Plan and Health Reimbursement Arrangement Who Can Participate Matrix

Who Can Participate in a Cafeteria or Health Reimbursement Arrangement	Premium Only Plan (POP)	Health FSA	Dependent Care FSA	Health Reimbursement Arrangement
Sole Proprietor	Regulations prohibit participation	Same as POP	Same as POP	Same as POP
Partners of a Partnership	Regulations prohibit participation	Same as POP	Same as POP	Same as POP
Members of an LLC (taxed as C Corp)	May participate if less than 25% of the total benefits provided	Same as POP	Same as POP	May participate as long as benefits to owners, key and highly compensated are not higher than other employees
Members of an LLC (taxed as S Corp)	Regulations prohibit participation	Same as POP	Same as POP	Same as POP
Individuals owning more than 2% of S-Corporation	Regulations prohibit participation	Same as POP	Same as POP	Same as POP
<i>"Employee" shareholders of C-Corporation , key employees and highly compensated</i>	May participate if less than 25% of the total benefits provided	Same as POP	Same as POP	May participate as long as benefits to owners, key and highly compensated are not higher than other employees
Sole Proprietors Spouses & dependents of owners who are bona fide employees and deemed not be self employed	May participate	Same as POP	Same as POP	Same as POP
Partners' Spouses & dependents of owners who are bona fide employees and deemed not be self employed	May participate	Same as POP	Same as POP	Same as POP
S-Corporation Spouses/dependents of more than 2% shareholders	Regulations prohibit participation	Same as POP	Same as POP	Same as POP

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