



NEW

FSA CARRYOVER

What is an FSA Carryover?

Simply put, the carryover is a new feature that allows participants in a health care flexible spending account to carry over up to \$550 of unused balance from one plan year to the following plan year.

Under the old use-it-or-lose-it rules, a balance remaining at the end of the plan year was forfeited. Not anymore!

Can I carry over a balance in my dependent care flexible spending account?

No. Regulations stipulate the carryover is only available for health care flexible spending accounts. Any balance remaining in your DCFSA at the end of the plan year will be forfeited.

Do I have to do anything to carry over my balance?

No, it's all done for you. After January 1st of each year the unused balance (up to \$550) will automatically be carried over to the new plan year.

When determining the amount of your contribution for the new year, you should keep the carryover in mind. Year end balances in excess of \$550 are still forfeited. The carryover is not included in your plan year contribution; therefore, the maximum amount of your FSA is equal to your annual contribution plus the carryover balance.

What if I need the funds before January 1st?

The balance will be carried over after 01/01 at which time it is first available to fund expenses. If necessary, a paper claim can be filed after 01/01 to request a reimbursement using the newly available funds.

In certain limited situations, when you use your Benny Card to pay for an expense, a portion of the expense may be rejected if your plan year fund is exhausted prior to 01/01.

Will I know how much will be carried over at my Cafeteria Plan open enrollment?

You are the best judge of your unused balance because you know when expenses are incurred and which expenses are left to submit for payment.

Current balance information can be found at www.benefitmanagementllc.com. The current balance may not be the amount carried over. Expenses submitted during the run-out period will reduce the current balance and the amount to be carried over.