

Health FSA Rules to Remember

FSA CARRY FORWARD

Participants currently enrolled in the Health Care FSA can roll over up to \$550 of unused Health Care FSA funds into the next plan year.

USE OR LOSE RULE

You will lose the remaining balance over the current carry forward limit at the end of your plan year.

EXAMPLE

You have \$600 in your Health FSA and your plan year is ending soon. Since your plan has the carry forward provision, you can roll over \$550 into the next plan year. But, you'll lose the \$50 remaining in your account if you don't use it by the end of your plan year. Make sure you exhaust those funds to avoid losing any money!

QUESTIONS?

Participant Support Specialists are available to assist you Monday - Friday, 8:30 a.m. - 10:00 p.m. ET.

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WHAT IS THE HEALTH FSA CARRY FORWARD?

Employees who enroll in the Health Care FSA no longer have to worry as much about losing unused funds at the end of the plan year! You can roll unused funds - up to \$550 - into the next plan year. The maximum carry forward amount is indexed annually.

PLEASE NOTE: The carry forward only applies to the Health Care FSA; it does not apply to any other accounts. However, employers had the opportunity to temporarily elect the carry forward option to the Dependent Care FSA due to the COVID-19 pandemic. Please check with your employer to see if this provision was temporarily added to the Dependent Care FSA.

HOW CLAIMS WILL BE PAID

- If you have a balance in your 2021 account, you can submit claims for expenses incurred in 2021 until your run out period ends. Please refer to your plan summary to see your plan's specific run out date.
- After your run out period for 2021 ends, any leftover money (up to the carry forward limit) in the 2021 FSA will be available in a new account labeled FSA Carry Forward.
- Claims with dates of service in 2022 pay from the 2022 FSA first then, when funds are exhausted, the 2021 FSA Carry Forward account.

IMPORTANT ACCOUNT REMINDERS

- Your P&A Benefits Card will automatically know which account to deduct from when you use it.
- **Your current 2022 account will always be used first for 2022 expenses. Only after your account is exhausted will your carry forward account be used.**
- Check your account balance anytime by logging into your account at padmin.com or by downloading our app. To get the app, search "P&A Group" on the [App Store](#) or [Google Play](#).

