



Consolidated Appropriations Act 2021

Temporary Relief for HFSA and DCFSA Participants during COVID-19

This table provides a high-level outline of the new provisions by account and plan configuration.

Benefit Account	Configuration	Appropriations Act Provisions
HFSA/LPFSA	Unlimited Carryover	<p>Permits any amount of unused contributions from plan years ending in 2020 and/or 2021 to be carried over into the next plan year.</p> <ul style="list-style-type: none"> ❖ Formerly \$550/year for HFSA <p>Note: The carryover amount will not be subject to the annual IRS contribution limit for that plan year, even if the combined total with plan election exceeds the limit.</p> <ul style="list-style-type: none"> ❖ HFSA = \$2,750 annual cap/max + unlimited carryover
DCFSA	Unlimited Carryover	<p>Permits any amount of unused contributions from plan years ending in 2020 and/or 2021 to be carried over into the next plan year.</p> <ul style="list-style-type: none"> ❖ Formerly <u>non-existent</u> for DCFSA <p>Note: The carryover amount will not be subject to the annual IRS contribution limit for that plan year, even if the combined total with plan election exceeds the limit.</p> <ul style="list-style-type: none"> ❖ DCFSA = \$5,000 annual cap/max + unlimited carryover
HFSA/LPFSA DCFSA	Extended Grace Period	The grace period for participants to request reimbursements from their remaining balances has been extended for up to 12 months after plan year-end for plans ending in 2020 and/or 2021.
HFSA/LPFSA DCFSA	Unrestricted Midyear Election Changes	Plan participants may make election changes at any time without a change in status during plan years ending in 2021.
HFSA/LPFSA	Post-Termination Reimbursements	Employees who cease their participation in HFSA during calendar years 2020 or 2021 may still incur expenses and receive reimbursements from unused contributions through the end of the plan year in which participation ceased (including any grace period, if applicable, and taking into account any extension of that grace period).
DCFSA	Dependent Age Limit Increase	The age limit for dependent children covered by DCFSA has increased from 13 to 14 for the purposes of receiving reimbursements from funds carried over from the previous plan year where the <u>end</u> of regular enrollment for any such plan year was before January 31, 2020.

Existing TASC FSA Clients: If you are an existing TASC client with a Flexible Spending Account (FSA) plan, these provisions will be automatically applied to your FSA plan(s) based on your current plan configurations. Your specific plan changes were communicated to you in an email from TASC on 01/18/21, along with the option to opt-out of the changes. Please check all inboxes for the email or you may contact TASC at 1-800-422-4661.