

2021 FLEXIBLE SPENDING ACCOUNT PLAN CHANGE

Due to COVID-19, the following benefit plans have been amended:

- Health flexible spending account (Health FSA); and
- Dependent care flexible spending account (Dependent care FSA)

PERMITTED ELECTION CHANGES

The following change is effective January 1 – December 31, 2021 for the Health FSA and Dependent care FSA plans.

Plan participants may add, change or revoke elections for these plans at any time on an unlimited basis in 2021 without experiencing a change in status. If you want to make an election change, see the FSA enrollment form at: <https://www.iwu.edu/human-resources/intra/bpc-flexible-spending-account-enrollment-form-2021.pdf>

Please note a plan election cannot be changed to an amount less than the participant has already spent.

If a plan election is changed to an amount that has already been contributed but NOT spent, the university will refund the amount in excess of the election change. Pre-tax withholdings refunded will be added back to your taxable income and applicable taxes will be withheld.

The revised election amount may be spent on claims incurred at any time in 2021 and through the grace period, which ends March 15, 2022.

For more information, contact Marie Giusti at ext. 3971 or Londa Dunlap at ext. 3373 in the Human Resources Office.