AmeriFlex Flexible Spending Account
New Rollover Feature

FSA
USE IT or
LOSE IT

If you chose not to participate in the FSA program because of the “use it or lose it” rule, it’s time to take another look.

- **With the new $500 rollover** from one plan year to the next you have greater flexibility and less stress.
- **Less risk and guesswork** when trying to figure out exactly what your out-of-pocket healthcare expenditures might be during the upcoming plan year.
- **Less worry** that you will forfeit unused FSA funds.
- **No more having to rush** to spend down all your unused funds at the end of the plan year.
- **Greater control and flexibility** in how your tax advantaged FSA funds are spent.

**IMPORTANT INFORMATION**

- Current FSA participants should note that up to $500 of any unused funds from the 2014 plan year will be rolled into their 2015 FSA plan unless they opt out of the rollover feature.
- The rollover applies to the health FSA plans only.
- The rollover does not affect the maximum contribution amount for 2015. In other words, you can still elect up to $2,500 for 2015.
- The amount that rolls over from 2014 will be used for any 2014 claims submitted during the run-out period through March 31, 2015. Once the run-out period is closed the 2014 funds will combine with the 2015 funds and can be used to pay 2015 expenses.
• **Are employers required to adopt the rollover rule?**
  No. Rollover is optional. Employers are also free to elect a lower maximum amount (i.e. less than $500) for participants. Regardless of what the employer chooses to do, the employer must apply it to all participants equally.

• **Can I opt out of rollover?**
  Yes. Notify your benefits department in writing before April 1st that you do not want to opt-out of rollover.

• **Can I continue using FSA rollover money next year if I elect the CDHP (Consumer Driven High Deductible Plan) with a Health Savings account?**
  Yes and No. The IRS guidance states you may not have an FSA and HSA in the same year for medical expenses. Your employer will notify AmeriFlex following open enrollment that you are in a CDHP plan effective January 1st. After the run out period expires March 31st, your remaining FSA funds ($500 or less) will be converted to a “limited use FSA”. This allows you to use your rollover balance for **dental and vision expenses ONLY** through the remainder of the calendar year.

• **What types of flexible spending accounts can be rolled over? (i.e. medical, dependent care, commuter)**
  The rollover rule applies only to health FSAs and not to any other type of FSA such as daycare or commuter accounts.