

Grace Period Information

1. What is the grace period?

The IRS has allowed an increase in the number of days you are allowed to incur services under your healthcare and dependent care reimbursement account. You will have an additional 2½ months to incur healthcare and dependent care expenses that can be submitted for reimbursement under your prior year's account. This gives you more time to exhaust any funds you may have left at the end of the year.

2. How long will I have to submit claims for the previous plan year after the grace period is over?

You will have an additional 90 days after the grace period to submit claims for the previous plan year.

Example: You have a doctor's appointment on March 1, 2020. You would have until June 15, 2020 to submit the claim for reimbursement from your 2019 FSA account.

3. How will BenefitHelp Solutions know where to apply the expenses?

If a healthcare or dependent care service is incurred during the grace period and you have funds left from the prior year, that expense would be deducted from the previous plan year's election first. If the expense exceeds what is left in the account from the prior plan year the remaining amount will be deducted from the current plan year's account.

Example: If a claim is submitted for \$250, but there is only \$200 left in the previous plan year's account, \$200 would be applied to the previous plan year and \$50 would be applied to your election for the current plan year.

4. How will AutoPay work after the grace period?

AutoPay will continue to automatically apply any expense incurred during the previous plan year or grace period to the previous plan year first until your balance is exhausted.

5. How will the Benefits Card work after the grace period?

After the grace period ends the Benefits Card can only be used to pay for claims incurred in the current plan year. However, you can submit a manual claim to receive reimbursement for any expenses incurred during the previous plan year or grace period.

6. What happens if I have incurred an expense during the grace period that was applied to leftover funds in the previous plan year, but then find a receipt for expenses incurred in the previous plan year?

You will need to submit a claim form to request the amount that you want applied to the previous/current plan year. BenefitHelp Solutions will reprocess the claim and apply claims accordingly.