



## **Participants Can Roll Over \$500 in a Healthcare FSA**

### **What's changed and how does this help participants?**

On October 31st, 2013 the U.S. Department of the Treasury and the IRS issued a notice to make FSAs more participant friendly by relaxing the “use-or-lose” rule. For the past 30 years, health FSAs have been subject to this rule, meaning that any funds left unused at the end of the year are forfeited.

Your employer has decided to permit employees to use up to \$500 of unused health FSA amounts in the next year, instead of forfeiting the unused amounts. You can now participate in a health FSA without the risk of losing all of your unused contributions. Therefore, if you have any unused money in your previous FSA plan it will roll over into your new health FSA account for this year.