

CONSOCIATE

BENEFITS ADMINISTRATION

As part of the Affordable Care Act, effective January 1st, 2013 all employers who offer a Flexible Spending program are required to cap their HealthCare Flexible Spending Account at \$2500 per plan year.

Please see below for additional clarification:

- The limit is per employee. If a husband and wife both work for the same employer (or a different employer), each may make contributions of \$2,500 per year.
- If a plan provides for a “grace period” of up to two months and 15 days in which salary contributions otherwise subject to health FSAs’ “use-or-lose” rules may be used by the employee, the carryover does not count against the subsequent plan year’s limitation.
- This change did not affect the Dependent Daycare Account maximums. The maximum amount for the Dependent Daycare Account is set at \$5,000 for employees who are married filing jointly or \$2,500 for employees who are married and are filing separately.

If you have any further questions please contact us at 1-800-798-2422 between the hours of 8am and 5pm (CST), Monday through Friday.

Sincerely,
Consociate Pre-Tax Benefits