**$500 CARRYOVER FAQ**

**Q: Do I have to elect an account in the new plan year to be able to get the carryover funds?**

A: No, you just still need to be actively employed and eligible for the plan to get the funds.

**Q: Will funds from a dependent care account carryover?**

A: No, only health care funds are eligible for the carryover funds.

**Q: Will I still have the grace period for the health care account?**

A: No, since you now have the carryover for your plan, the grace period cannot also be allowed.

**Q: Will I still have the grace period for the dependent care account?**

A: Yes, the grace period will still apply for the dependent care account. This type of account is not eligible for carryover funds.

**Q: What dates of service can I submit for the plan?**

A: For the health care account you will need to incur expenses between 1/1 – 12/31 (or when you were actually effective in the plan). You will have until 3/31 of the following year to submit your claims.

For a dependent care account you will be able to incur expenses between 1/1 – 3/15 of the new year due to the grace period. You will have until 3/31 to submit claims. For example: For the 2015 plan year you can incur expenses from 1/1/16 – 3/15/16 to use the balance of your 2015 dependent care account. You will have until 3/31/16 to submit your claims.

**Q: If I terminate from the plan or employment during the plan year, can I still get the carryover funds?**

A: If you terminate from the plan during the plan year, funds will not carryover to a new plan year. If you do not have enough in claims, the funds will be forfeited.

**Q: If I terminate from the plan or employment in the new plan year and had carryover funds, what happens to those?**

A: You will still have your normal filing deadline of 3/31 to submit claims for the prior plan year. You will also be able to submit claims in the new plan year for expenses incurred prior to your termination from the plan and will be able to use the carryover funds.

**Q: If I am on COBRA at the end of the plan year, can I get carryover funds?**

A: No, you need to be actively employed and eligible for the flex plan to get the carryover funds.

**Q: Does the carryover keep accumulating, meaning if I have $500.00 carryover from 2015 to 2016 and elect, $1000.00 in 2016, but do not use any of those funds; will $1000.00 carryover to 2017?**

A: No, only up to $500.00 will carryover with any plan year.

**Q: If I carryover funds from one year to another and do not use those funds, can those same funds carryover again. For example, $500.00 carryovers from 2015 to 2016, I don’t elect anything for 2016, but also do not use any of the carryover funds. Will that same $500.00 carryover to 2017?**

A: Yes, up to $500.00 will continue to carry over to a new plan year, again as long as you are still employed and eligible to participate in the plan.

**Q: When will the funds carryover to the new plan year?**

A: Funds will carry over to the new plan year, in January of the new plan year. This will not affect your ability to file claims, however. You can still file claims through 3/31 of the new plan year to use the balance of your prior year’s funds. If the carryover funds are needed to pay a claim from the prior year, the system will use those funds for the claim, if available.

**Q: Can I use the debit card starting 1/1 of the new plan year to pay for an expense that occurred in the prior plan year? For example, can I get a bill on 1/15/16 for a doctor’s visit from 11/15/15; can I use the debit card on 1/15/16 to pay the bill?**

A: No, you should not use the card. As of 1/1 of the new plan year, when the card is used the funds will come from the current year funds. You will need to submit manual claims for services incurred during the prior plan year.