

Flexible Benefits Plan Highlights*

Lewis and Clark College

Details

- Plan Dates: **4/1/2020 – 3/31/2021**
- Un-reimbursed Medical Account
Maximum Contribution: **\$2750.00**
- Dependent Care Account
Maximum Contribution: \$5,000*

* You may receive a maximum benefit of \$5,000 during any calendar year. If you are married and filing separately, your maximum contribution is \$2,500.

Allegiance Fax: 1-877-424-3539

Allegiance Customer Service: 1-877-424-3570

Reimbursements

- ✓ You can carry forward on your **Health FSA** up to \$500 per plan year. The money carried forward will be added to your new account on the first day of the new plan year. If you have run-out expenses to submit, rollover funds will roll back to allow the claim to pay out.
- ✓ You can continue to submit eligible expenses incurred during your plan year for **91** days after the end of the plan year.
- ✓ You can continue to submit eligible expenses incurred during your period of employment for **90** days following your termination of employment.

Mid Year Changes

You cannot change or revoke your election during the plan year unless you experience a “qualifying event.” The events that would allow a mid-year change to a health flexible spending account (FSA) are limited to a change in your number of dependents (marriage, birth of a child, adoption, divorce, or death of a family member), or a gain or loss of eligibility for benefits by a spouse at their place of employment. Changes to dependent care elections mid-year are allowed if there is a change in provider or cost during the year.

Any election change must be completed within 30 days of a “qualifying event.” An enrollment form indicating the effective date of the change and the reason for the change should be forwarded to Allegiance by your HR representative.

* This Highlights page is not intended to place or supersede the information contained in the Summary Plan Description (SPD). The SPD should be made available to all participants at the beginning of each plan year. If the terms of this Highlights page differ from the terms of the SPD, the terms of the SPD control.