



IN THE BUSINESS OF YOUR SUCCESS®

ADP TOTALSOURCE®

# Health Care FSA Carryover: Open Enrollment 2015–2016

## Frequently Asked Questions

**The following provides information concerning the Health Care Flexible Spending Account (FSA) balance carryover into the new Plan Year and in conjunction with Open Enrollment.**

The ADP TotalSource®, Inc. Health and Welfare Plan permits current participants in the Health Care FSA to carry over up to \$500 of their remaining account balance as of the current Plan Year claim filing deadline (July 30, 2015). Eligible carryover amounts will be applied to the 2015–2016 Plan Year. The carryover of up to \$500 does not affect the maximum amount that a participant can elect to contribute in the new Plan Year. You are permitted to contribute up to the \$2,550 maximum contribution limit toward the Health Care FSA for the 2015–2016 Plan Year. In addition to any carryover that may apply, if you want to contribute to the Health Care FSA for the 2015–2016 Plan Year, you must make a new election.

**Do I have to make a new Health Care FSA election for the 2015–2016 Plan Year in order to receive the carryover, if any, from the 2014–2015 Plan Year?**

No. You are not required to make a Health Care FSA election for the new Plan Year in order to receive the available carryover balance, if any, from the prior Plan Year.

**If I don't make a 2015–2016 Health Care FSA election, but I have a carryover from the 2014–2015 Plan Year, when will the carryover funds become available?**

If you have a Health Care FSA carryover, you can begin accessing the available funds shortly after July 30, 2015. You will receive a communication confirming that you have a Health Care FSA carryover available for the 2015–2016 Plan Year. The carryover funds, if any, can be used toward eligible health care expenses incurred at any time during the 2015–2016 Plan Year (June 1, 2015 – May 31, 2016). After July 30, 2015, no claims can be submitted for the 2014–2015 Plan Year.

**How is the Health Care FSA carryover treated if I plan on contributing to a Health Savings Account in the 2015–2016 Plan Year?**

If you are eligible and plan on contributing to a Health Savings Account (HSA) at any time during the 2015–2016 Plan Year *and* you have a Health Care FSA carryover for the 2015–2016 Plan Year, your Health Care FSA carryover will default to a limited Health Care FSA. IRS rules do not permit individuals to receive tax-free reimbursement of medical expenses from their full-purpose Health Care FSA *and* contribute to an HSA during the same Plan Year. Please refer to the Health Care FSA Benefit Summary for further details about the limited Health Care FSA.

**What happens to my Health Care FSA carryover amount if my employment terminates?**

Similar to other Health Care FSA balances, if your employment terminates, you can submit claims that were incurred up to your termination date at any time through July 30 following the end of the Plan Year. To extend your claims eligibility period, you can elect COBRA for the Plan Year in which you terminate employment.

---

*For more details about Health Care FSA participation, please refer to the ADP TotalSource, Inc. Health and Welfare Plan Summary Plan Description and the Summary of Material Modifications available on My TotalSource® at [MyTotalSource.com](http://MyTotalSource.com).*

---