

Dear Dependent Care and Flexible Spending Account Participants,

The Consolidated Appropriations Act 2021 issued on December 27, 2020, includes important changes that impact dependent care and health care flexible spending account participants. These changes will offer additional flexibility in order to maximize the use of benefits through the 2021 plan year.

Changes (for 2021 only) include the ability to carry over some benefits, extension of grace periods, making prospective changes without a qualifying status change, and more.

For more information on these changes, please see [Management Advisory #20-016](#).

All previous changes referenced in [Management Advisory #20-005](#) remain in effect until the end of the public health emergency. These changes include Qualifying Status Change deadline extensions, COBRA payment extensions, Appeal rights extensions and FSA changes relating to the carry-over limit increase and run-out period.

Questions related to the FSA changes? Contact Chard Snyder at (855) 824-9284.

Questions about making changes to contribution amounts? Contact the People First Service Center at (866) 663-4735.

We hope that you find this notification helpful as you review your dependent care and health care flexible spending accounts. As always, please let us know if you have questions or concerns by contacting your [Service Center](#) Benefits Specialist or emailing [benefits@usf.edu](mailto:benefits@usf.edu).

Regards,

The Benefits Team

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