



IT'S TIME TO ENROLL
FLEXIBLE SPENDING ACCOUNTS

OPEN ENROLLMENT DATES:
November 16, 2026 - December 4, 2026

If you are currently enrolled in **ANY** of the Flexible Spending Accounts, you must re-enroll for 2027. FSA Plan elections do not roll over into the new plan year. Changes to your Flexible Spending Account plan(s) will be effective January 1, 2027.

- A **Healthcare Flexible Spending Account** is designed to reimburse out-of-pocket medical expenses incurred by you and your dependents.
  - **Healthcare FSA:** Minimum contribution of $100, maximum contribution of $3,500.
- A **Dependent Care Flexible Spending Account** is used to reimburse expenses related to care of eligible dependents while you and your spouse work.
  - **Dependent Care FSA:** Minimum contribution $100, maximum contribution of $7,500 if married filing jointly or $3,750 if married filing separately.

Flexible Spending Accounts provide you with the opportunity to pay for eligible out-of-pocket expenses using pre-tax payroll deductions. With Flex Facts, you can easily manage your account online, explore the Employee Resource Center for a full list of eligible expenses, and access helpful tools to maximum your benefits.

- Online: **www.flexfacts.com**

QUESTIONS?
If you need additional information or have questions please submit an HR Work Order/Ticket on the Staff Portal or contact the Conner Strong & Buckelew Benefits Member Advocacy Center at **800.563.9929**, Monday - Friday, 8:30 am - 5:00 pm EST.

REMINDERS:

- Employees are eligible to carry over up to $680 of unused 2026 Healthcare FSA funds into the next plan year.
- If you have a balance in your current FSA, we encourage you to use those funds before the end of the plan year, as any funds exceeding $680 at the end of 2026 will be forfeited.
- Carrying over balances from the current plan year into 2027, does not prohibit you from electing the full $3,500 maximum for 2027.
- The carryover maximum limit is increasing for 2027, which means you will be able to carry over up to $700 of unused 2027 funds into 2028.

RUN-OUT PERIOD REMINDER:

- You have 90 days after the end of the plan year to submit any remaining claims incurred between January 1, 2026, and December 31, 2026. Claims must be submitted to Flex Facts by March 31, 2027.
- Any new claims incurred January 1, 2027 and beyond should be submitted to Flex Facts or paid for using your Flex Facts debit card.
- Be sure to submit all eligible expenses before the applicable deadline.

CENTER FOR FAMILY SERVICES

2027 TRANSIT AND PARKING BENEFITS

Center for Family Services offers our employees the opportunity to enroll in a spending account specific to work-related transit and/or parking expenses.

Transit and Parking pre-tax reimbursement accounts allow you to pay for eligible work-related transit and parking expenses through pre-tax payroll deductions from your paycheck.

You are able to make a monthly pre-tax election up to $350 for transit and/or up to $350 for parking, with a minimum contribution amount of $100 per account. Once you make your election, you will receive a debit card that can be used to pay for work related transit and parking expenses. Your debit card is loaded with your pre-tax deductions each time a deduction is taken from your paycheck. Each time you use your debit card to pay for transit and parking purchases, the funds are automatically debited from your transit or parking account.

Any unused funds from your transit or parking accounts may be carried over to subsequent years. There is no "use-it-or-lose-it" rule. While unused amounts cannot be cashed out, they will not be forfeited and can be carried over to provide transit or parking benefits in subsequent years.

ELIGIBLE TRANSIT AND PARKING EXPENSES

- Eligible **work-related transit expenses** include vouchers, passes, tokens for buses, trains, rail, subway, ferries, and vanpooling costs.
- Eligible **work-related parking expenses** include parking at or near work in a parking garage, lot, or at a meter.
    - This account also includes parking at a place where a vehicle is parked in order to take mass transit. For example, parking at a commuter train station because you take the train to work - often called "Park and Ride" lots.

